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2 PROCEEDINGS

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6 UNITED STATES SOCCER FEDERATION

7 NATIONAL COUNCIL MEETING

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12 Hilton Anatole Hotel

13 Dallas, Texas

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17 February 10th, 2024

18 8:11 a.m. - 10:11 a.m.

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08:12:24 1 Athlete Council representatives that are here

08:12:26 2 today.

08:12:28 3 Thank you to our Board. Thank

08:12:31 4 you for all your time, your energy and your

08:12:33 5 effort. You have really rolled up your sleeves

08:12:36 6 and together we have accomplished a lot this last

08:12:39 7 year. And you all should be very proud of your

08:12:41 8 Board representatives as they have served our

08:12:44 9 game, served you and U.S. Soccer very well.

08:12:48 10 I want to call out one Board

08:12:50 11 member. I want to give a special thank you to

08:12:52 12 Mike Karon for -- most of you don't know the extra

08:13:01 13 hours that he has put in, the trips to Chicago, as

08:13:05 14 he so generously volunteered to step in as interim

08:13:11 15 CFO while we went through the hiring process that

08:13:11 16 led us to Chelle. So thanks, Mike. I really

08:13:15 17 appreciate it.

08:13:20 18 And a huge thanks and you guys

08:13:22 19 have all come up to me and told me how great our

08:13:25 20 staff is, but I just want to call it out today on

08:13:28 21 stage. A huge thanks to the entire U.S. Soccer

08:13:31 22 staff for their diligent and tireless work, not

08:13:34 23 only in putting this event together, but for all

08:13:37 24 their efforts throughout the year.

08:13:38 25 I can't say it enough, but our

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08:08:36 1 PRESIDENT CONE: Good morning,

08:11:02 2 everyone. Welcome to U.S. Soccer's 2024 Annual

08:11:06 3 General Meeting. It is so great to see all of

08:11:08 4 you, but no one wore their cowboy or cowgirl hats

08:11:13 5 today, but hopefully we'll bust them out later.

08:11:15 6 I hereby call our National

08:11:18 7 Council Meeting to order. Before we get into the

08:11:19 8 main part of the meeting today, I'd like to take a

08:11:22 9 moment to thank a number of people within our

08:11:24 10 sport.

08:11:25 11 First, a special thanks to Janet

08:11:27 12 Campbell and North Texas for hosting us. I trust

08:11:29 13 that everyone is enjoying their time here in

08:11:33 14 Northern Texas. So thanks, Janet.

08:11:39 15 We have a number of

08:11:42 16 distinguished Life Members here with us today.

08:11:45 17 Life Members, please stand up or

08:11:47 18 raise your hand, if you are able, so we can

08:11:50 19 applaud you and your service to the game.

08:11:59 20 If you have represented our

08:12:02 21 country on one of our National Teams, please stand

08:12:08 22 up or raise your hand if you're able.

08:12:15 23 It is so great to see current

08:12:19 24 and former players continue to engage in the

08:12:22 25 governance of our sport and we appreciate all the

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08:13:40 1 staff is absolutely brilliant and I appreciate

08:13:43 2 everything they do. Day in and day out, you all

08:13:46 3 inspire me and I love -- absolutely love working

08:13:50 4 alongside you.

08:13:55 5 And to our delegates and guests,

08:13:59 6 thank you, all, for everything you do for our

08:14:03 7 sport every day. I hope this weekend has been

08:14:06 8 productive and collaborative for all of you. And

08:14:09 9 so we will get right to the agenda.

08:14:13 10 This past year we lost a number

08:14:17 11 of those within our soccer family. People we care

08:14:21 12 for deeply and will always hold close to our

08:14:24 13 hearts. Please stand, if you are able, for a

08:14:27 14 moment of silence as we remember and honor the

08:14:31 15 friends and members of our soccer family who left

08:14:34 16 us this past year.

08:14:34 17 (Whereupon, a Moment of Silence

08:14:34 18 was had.)

08:14:51 19 PRESIDENT CONE: Thank you. Now, I

08:14:52 20 will ask my former National Team teammate and

08:14:56 21 Chair of the Credentials Committee, Siri Mullinix,

08:14:59 22 to do the roll call and the Credentials Report.

08:15:06 23 MS. MULLINIX: Thank you, Cindy.

08:15:16 24 Good morning and welcome. I hope most of you were

08:15:19 25 able to attend the welcome event last night at the

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08:15:21 **1** home of U.S. Soccer's Hall of Fame. What a great
 08:15:24 **2** space honoring so many wonderful teams and
 08:15:27 **3** individual achievements.
 08:15:28 **4** Before I present the report, I
 08:15:30 **5** would like to take a minute to thank a handful of
 08:15:32 **6** people who have devoted countless hours over the
 08:15:35 **7** past few months preparing for today's meeting and
 08:15:37 **8** vote.
 08:15:37 **9** First, I'd like to thank the
 08:15:39 **10** delegates sitting in this room for your energy and
 08:15:41 **11** efforts to meet our early registration deadline
 08:15:44 **12** this year as we prepare for an early February
 08:15:46 **13** meeting.
 08:15:47 **14** I'd also like to thank the
 08:15:49 **15** members of the Credentials Committee; Kathy,
 08:15:51 **16** Diane, Bob and Jonathan. And last a big thank you
 08:15:55 **17** to the staff at U.S. Soccer. On behalf of myself
 08:15:58 **18** and my committee, your hard work behind the scenes
 08:16:01 **19** makes our process flow smoothly and efficiently.
 08:16:05 **20** Next, I want to quickly review the role of the
 08:16:08 **21** Credentials Committee.
 08:16:08 **22** U.S. Soccer Bylaw 302 regarding
 08:16:11 **23** composition and voting lays out the structure we
 08:16:14 **24** must follow in preparation for a vote and defines
 08:16:16 **25** who qualifies as a delegate of the National

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08:16:18 **1** Council.
 08:16:19 **2** As you are aware, the National
 08:16:21 **3** Council consists of Youth, Adult, Pro and
 08:16:23 **4** Athlete's Council, as well as Individual Members,
 08:16:27 **5** which include the Board of Directors, Life
 08:16:29 **6** Members, Past Presidents and Sustaining Members
 08:16:32 **7** and, last, our Other Members, which include other
 08:16:35 **8** affiliates, national affiliates, disabled service
 08:16:38 **9** organizations and associate members.
 08:16:41 **10** Under Bylaw 302, an individual
 08:16:43 **11** is only able to vote in one capacity. For any
 08:16:46 **12** National Council Meeting, a delegate's vote may
 08:16:48 **13** not exceed two percent of the eligible votes to be
 08:16:51 **14** cast; the exception, the Athletes Council.
 08:16:54 **15** Based on Bylaw 302, and the
 08:16:56 **16** amendments passed in the October 2021 meeting,
 08:16:59 **17** total votes available to be cast is now set at
 08:17:02 **18** 1,500. Equal voting strength must be provided to
 08:17:04 **19** the Youth, Adult and Pro Council and each will
 08:17:07 **20** receive 20 percent of the total allocated vote,
 08:17:10 **21** which is 300 votes.
 08:17:12 **22** The Athletes Council voting
 08:17:14 **23** strength is 33 percent and the total allocated
 08:17:17 **24** votes is 500 votes. The weight of each vote cast
 08:17:20 **25** is determined by a multiplier. Individual Members

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08:17:23 **1** are entitled to one vote to each registered
 08:17:25 **2** delegate and, last, delegates from Other Members
 08:17:28 **3** have a voting strength equal to 100 less the total
 08:17:32 **4** number of delegates from the Individual Members.
 08:17:34 **5** The weight of each vote is also determined by a
 08:17:37 **6** multiplier. Now, for the report.
 08:17:39 **7** And we do have a quorum today.
 08:17:42 **8** We will be conducting the roll call visually this
 08:17:44 **9** morning. The slides on the screen recognize all
 08:17:46 **10** organizations and delegates registered to vote
 08:17:49 **11** today. Please pay attention as we go through
 08:17:52 **12** them.
 08:17:53 **13** Youth Council. Next slide.
 08:18:03 **14** Adult Council. Next slide. Pro Council.
 08:18:18 **15** Athletes Council, Individual Members and Other
 08:18:29 **16** Members.
 08:18:33 **17** As we can see in the summary of
 08:18:35 **18** the Credentials Report, the number of delegates
 08:18:38 **19** and votes, the voting strength of each council's
 08:18:41 **20** individual members and other members and
 08:18:43 **21** multipliers where needed.
 08:18:46 **22** If all eligible votes are cast,
 08:18:48 **23** the bottom right of the screen displays the votes
 08:18:53 **24** needed to reach a simple majority, greater than
 08:18:55 **25** 750 votes, and a two-thirds majority greater than

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08:18:58 **1** or equal to 1,000 votes.
 08:19:01 **2** This concludes the Credentials
 08:19:02 **3** Report for the 2024 National Council Meeting. Do
 08:19:06 **4** I have a motion to approve the Credentials Report?
 08:19:10 **5** AUDIENCE: So moved.
 08:19:11 **6** MS. MULLINIX: Do I have a second?
 08:19:13 **7** AUDIENCE: Second.
 08:19:14 **8** MS. MULLINIX: Hearing none, the
 08:19:15 **9** 2024 Credentials Report has been approved.
 08:19:18 **10** As we prepare to vote, we will
 08:19:20 **11** have two test questions to get familiar with the
 08:19:23 **12** voting process and clickers. You will answer by
 08:19:26 **13** pushing 1 or 2 on your clicker. As we are in
 08:19:28 **14** Dallas, Texas, I thought it would be fun to ask a
 08:19:31 **15** question about Dallas.
 08:19:33 **16** Test Question 1. What year was
 08:19:35 **17** the inception of the Dallas Cup? Voting is open.
 08:19:43 **18** 1 for 1980. 2 for 1990.
 08:20:01 **19** 5, 4, 3, 2, 1. Voting is
 08:20:08 **20** closed. Stand by as we calculate the results. As
 08:20:27 **21** you can see on the screen, most of you voted 1 at
 08:20:31 **22** 77 percent. 1 is the correct answer. Good job.
 08:20:37 **23** Test Question 2. Before being
 08:20:39 **24** called FC Dallas, the MLS team was originally
 08:20:43 **25** called the Dallas Burn, true or false? 1 true, 2

08:20:48 **1** false. Voting is open.
 08:20:56 **2** 5, 4, 3, 2, 1. Voting is
 08:21:08 **3** closed. Please stand by. As we see on the
 08:21:14 **4** screen, obviously 1, 63.2 percent, that is
 08:21:20 **5** correct. Thank you, all, for your time and
 08:21:21 **6** approval of the Credentials Report.
 08:21:23 **7** I will now pass it back to Cindy
 08:21:25 **8** for the President's address. Thank you.
 08:21:28 **9** PRESIDENT CONE: Thanks, Siri.
 08:21:34 **10** Hello, again. As we enter another very exciting
 08:21:38 **11** year for soccer, I want to spend a few moments to
 08:21:41 **12** first reflect on today's opening video. You saw a
 08:21:44 **13** lot of the success we've had from our youth and
 08:21:48 **14** adult organizations, our Pro Leagues, our referees
 08:21:52 **15** and coaches and, of course, our National Teams.
 08:21:54 **16** Those accomplishments are the
 08:21:56 **17** results of everyone in this room and all of the
 08:22:00 **18** people that work incredibly hard in each and every
 08:22:03 **19** one of your organizations across the country.
 08:22:06 **20** This year, after hearing your insights, and
 08:22:10 **21** feedback, lots of feedback, we outlined our
 08:22:13 **22** strategic pillars and accelerated initiatives to
 08:22:17 **23** ensure that we capitalize on the amazing
 08:22:19 **24** opportunity we all have in the coming years to
 08:22:22 **25** inspire and impact players, coaches, referees and

08:22:26 **1** fans of all ages.
 08:22:30 **2** Off the field, this year has
 08:22:32 **3** been a momentous year for U.S. Soccer as well.
 08:22:35 **4** Commercially, 2023 was a pivotal moment for us as
 08:22:38 **5** we brought our commercial rights back in-house and
 08:22:42 **6** re-imagined our infrastructure and long-term
 08:22:46 **7** strategic direction to ensure exponential growth.
 08:22:49 **8** We have experienced a record-breaking year,
 08:22:51 **9** doubling year over year partner revenue while
 08:22:54 **10** adding seven, yes, seven new partners.
 08:22:58 **11** All of these deals are
 08:22:59 **12** long-term, purpose-driven partnerships that will
 08:23:02 **13** make significant contributions to U.S. Soccer's
 08:23:05 **14** strategic vision and serve our members by
 08:23:08 **15** allocating funds to our member organizations,
 08:23:11 **16** while also reducing barriers to our game.
 08:23:14 **17** As you may have heard, we also
 08:23:16 **18** made a historic announcement this fall that U.S.
 08:23:20 **19** Soccer is building a home as we develop our
 08:23:23 **20** country's first ever National Training Center and
 08:23:27 **21** moving U.S. Soccer's headquarters to the metro
 08:23:32 **22** Atlanta area. This incredibly important project
 08:23:34 **23** will impact our sport for generations to come.
 08:23:38 **24** The National Training Center
 08:23:39 **25** will provide year-round access to world-class

08:23:42 **1** training facilities and be a central hub where
 08:23:47 **2** experimentation, knowledge-bearing at all levels
 08:23:49 **3** will take place from refereeing and coaching,
 08:23:51 **4** talent identification to player development.
 08:23:55 **5** With our headquarters being
 08:23:57 **6** there as well, this will be a transformative step
 08:24:00 **7** to take soccer in this country to the next level.
 08:24:04 **8** I want to give a special thank you to Arthur Blank
 08:24:08 **9** for his leadership and his belief in me and U.S.
 08:24:12 **10** Soccer and for helping to make the National
 08:24:15 **11** Training Center a reality.
 08:24:17 **12** Arthur, your generous
 08:24:19 **13** contribution, along with your team, especially
 08:24:21 **14** Steve Cannon jumping in to help us, is making this
 08:24:26 **15** dream a reality. I also want to thank Don Garber.
 08:24:29 **16** Thank you for your counsel, your guidance and your
 08:24:32 **17** support throughout this process. You know, I
 08:24:34 **18** think you've built a few facilities in this
 08:24:36 **19** country over the years, but I just really want to
 08:24:39 **20** thank you for diving in and helping to make dreams
 08:24:41 **21** of millions of kids come true. Thank you.
 08:24:45 **22** I also want to thank Coca-Cola,
 08:24:49 **23** The Coca-Cola Foundation and so many individuals
 08:24:51 **24** across the state of Georgia, including Georgia
 08:24:53 **25** Soccer and Fayette County. I look forward to

08:24:56 **1** being able to welcome all of you to our new home
 08:24:59 **2** soon.
 08:25:01 **3** I also look forward, as I know
 08:25:03 **4** we all do, to hosting the world's biggest sporting
 08:25:08 **5** event alongside our neighbors to the north and the
 08:25:10 **6** south.
 08:25:10 **7** We are obviously all hard at
 08:25:12 **8** work preparing and looking forward to the matches
 08:25:15 **9** of the 2026 Men's World Cup, but just as important
 08:25:19 **10** is the World Cup's legacy projects and they will
 08:25:23 **11** help change the trajectory of our sport and
 08:25:26 **12** springboard soccer's growth in our country.
 08:25:30 **13** Together, we will seize this
 08:25:33 **14** moment to grow the game for decades to come.
 08:25:37 **15** We're also incredibly proud of our bid to co-host
 08:25:41 **16** the 2027 Women's World Cup with Mexico. We titled
 08:25:45 **17** the bid "New Heights" because it's all about
 08:25:49 **18** elevating the Women's game to a historic level.
 08:25:50 **19** Our bid pushes the global soccer community towards
 08:25:54 **20** providing an equitable experience for all teams,
 08:25:57 **21** referees and fans to that of the Men's World Cup.
 08:26:01 **22** Together, we will show the world
 08:26:03 **23** that the USA and Mexico are ready for 2027. And
 08:26:08 **24** speaking of a Women's World Cup, I wanted to take
 08:26:11 **25** a moment to note something really special as you

08:26:15 **1** saw in the video earlier. At this past year's
 08:26:18 **2** Women's World Cup, for the first time ever at a
 08:26:21 **3** Senior World Cup final, officiating was headed up
 08:26:26 **4** by U.S. Soccer referees Tori, Brooke, Kathryn and
 08:26:30 **5** Armando. We are honored to have them. I
 08:26:40 **6** appreciate the applause, but it's a little early.
 08:26:43 **7** We're honored to have Tori and Kathryn here with
 08:26:45 **8** us today. If you will please stand up so we can
 08:26:48 **9** all recognize you and applaud you.
 08:26:57 **10** Pretty cool. And also just a
 08:27:02 **11** reminder, Tori and Kathryn will be joining Ismail
 08:27:06 **12** on a panel to discuss their experiences at the
 08:27:07 **13** Men's and Women's World Cups. So please join us
 08:27:10 **14** for that panel and a number of others later today.
 08:27:13 **15** Before I close, I would like to
 08:27:15 **16** thank our U.S. Soccer members across the country.
 08:27:17 **17** This game is your game. From keeping field lines
 08:27:22 **18** to nurturing player development at all levels, you
 08:27:25 **19** are the heartbeat that keeps soccer alive in
 08:27:27 **20** communities across the country.
 08:27:29 **21** I enjoy meeting with all of you
 08:27:31 **22** throughout the year and hearing about all the
 08:27:33 **23** great work you're doing and how U.S. Soccer can
 08:27:35 **24** help you achieve your goals and the best thing is
 08:27:39 **25** we're not even close to being done yet. We have

08:27:42 **1** ambitious goals and together we're going to
 08:27:44 **2** transform our game.
 08:27:46 **3** As we get ready to enter what
 08:27:48 **4** will truly be a once-in-a-lifetime --
 08:27:51 **5** once-in-a-generation moment, I have never been
 08:27:54 **6** more confident about the future of U.S. Soccer. I
 08:27:58 **7** am deeply honored to serve as your President.
 08:28:01 **8** Thank you.
 08:28:08 **9** Now, I will pass it over to JT.
 08:28:12 **10** MR. BATSON: Thanks, Cindy, and good
 08:28:20 **11** morning, all. How much fun was last night? I
 08:28:23 **12** was -- come on. I was super impressed with y'all's
 08:28:27 **13** dance moves and most impressively anyone who had
 08:28:30 **14** any amount of self-control on those ribs.
 08:28:33 **15** I'm thrilled to be with you
 08:28:35 **16** today and share with you what we've heard from all
 08:28:37 **17** of you over the last year. You've told us you
 08:28:41 **18** want change, you've told us you want
 08:28:42 **19** transformation, you've told us you want ambition
 08:28:46 **20** and we hear you loud and clear and, most
 08:28:48 **21** importantly, we agree.
 08:28:50 **22** Cindy did an excellent job of
 08:28:52 **23** outlining the fact that we have a lot of
 08:28:54 **24** celebrate, and we certainly do. We also know we
 08:28:57 **25** have a lot of work ahead of us. As we all know,

08:29:00 **1** success requires a whole lot of collective effort.
 08:29:03 **2** When we roll up our sleeves and work together,
 08:29:05 **3** U.S. Soccer and soccer in America can go do big
 08:29:09 **4** things.
 08:29:10 **5** Our success hinges on knowing
 08:29:12 **6** our direction and everyone rowing in that
 08:29:15 **7** direction, which is why, alongside you, our
 08:29:18 **8** members, our Board, our staff, we forged clear
 08:29:21 **9** strategic pillars and core philosophies for U.S.
 08:29:25 **10** Soccer. Since we have outlined these
 08:29:27 **11** philosophies, many of you have told us how
 08:29:30 **12** refreshing it is for these words to come from U.S.
 08:29:34 **13** Soccer.
 08:29:34 **14** In our commitment to
 08:29:35 **15** transparency and collaboration, we've launched a
 08:29:38 **16** website that outlines our vision, our accelerated
 08:29:40 **17** initiatives along with regular updates to track
 08:29:43 **18** our progress. We very, very, very much want your
 08:29:47 **19** feedback and, most importantly, want -- we want
 08:29:49 **20** you to hold us accountable.
 08:29:52 **21** You have been very direct in
 08:29:54 **22** telling us that the ecosystem is not exactly
 08:29:56 **23** organized in a way to grow participation or create
 08:29:59 **24** the best environments. We're acting on that
 08:30:02 **25** feedback and deeply engaged in full-scale review

08:30:05 **1** of our ecosystem.
 08:30:07 **2** We're going to need your help to
 08:30:08 **3** get this right. We're hosting town halls, forums
 08:30:13 **4** and online Q&A sessions and will be sharing our
 08:30:16 **5** learning and plans publicly. This work is
 08:30:19 **6** critical in our efforts to grow the game, create
 08:30:21 **7** the best environments and develop winning teams at
 08:30:27 **8** the professional and national team level.
 08:30:27 **9** All of us in this room help
 08:30:28 **10** drive the success of our Pro Leagues and National
 08:30:30 **11** Teams and all of us benefit when their increased
 08:30:34 **12** popularity helps drive interest in the game at all
 08:30:37 **13** levels.
 08:30:37 **14** Quick question. How many of you
 08:30:39 **15** played soccer, coached soccer, refed, volunteered
 08:30:42 **16** before the 1994 World Cup? Raise your hand. Most
 08:30:46 **17** of us, right? Maybe not Sean. Think back. We
 08:30:52 **18** would be absolutely blown away at what
 08:30:55 **19** professional soccer in America looks like right
 08:30:59 **20** now. New teams, awesome infrastructure, landmark
 08:31:01 **21** signings, media deals and rising attendance. How
 08:31:05 **22** awesome is it to think how far we have come.
 08:31:06 **23** Speaking of success, congrats to
 08:31:09 **24** our U-17 Women's National Team for qualifying for
 08:31:11 **25** the U-17 World Cup yesterday with their win over

08:31:14 **1** Haiti.

08:31:18 **2** And while we may be bidding with

08:31:20 **3** Mexico for the Women's World Cup, let's hope the

08:31:23 **4** U-17s beat them tomorrow in the CONCACAF final.

08:31:26 **5** We also should celebrate our

08:31:28 **6** Deaf Women's National Team's third straight World

08:31:31 **7** Deaf Championship. We've got some of the team

08:31:38 **8** with us. Congratulations.

08:31:40 **9** As you all know, safety in our

08:31:42 **10** sport is paramount. If our participants don't

08:31:46 **11** feel safe, nothing else matters. We have been

08:31:48 **12** diligently implementing the Yates initiatives and

08:31:51 **13** we won't stop there.

08:31:52 **14** Our new Safe Soccer clearance

08:31:54 **15** program will provide participants with a safer and

08:31:56 **16** more enjoyable environment. We're also creating

08:31:59 **17** programs to address concerns such as referee

08:32:02 **18** abuse, all with the focus on taking steps to draw

08:32:06 **19** people into our sport.

08:32:09 **20** Speaking of pulling people into

08:32:11 **21** the sport, the 2026 World Cup has the potential to

08:32:13 **22** transform the trajectory of soccer forever. To

08:32:17 **23** capitalize on this once-in-a-lifetime opportunity,

08:32:19 **24** we will be launching the 2026 legacy platform

08:32:23 **25** later this year. Launched ahead of a World Cup

08:32:26 **1** for the first time in history.

08:32:28 **2** This legacy campaign is directly

08:32:30 **3** based on the feedback from you. Our goal is to

08:32:34 **4** make soccer the number one sport for the next

08:32:35 **5** generation, the most played, the most accessible

08:32:38 **6** and the most followed and we mean this.

08:32:42 **7** Like many of you in this room,

08:32:43 **8** my love for the game ballooned with the '94 Men's

08:32:46 **9** World Cup and the '99 Women's World Cup. I can

08:32:49 **10** vividly remember watching the U.S. v. Brazil game

08:32:53 **11** on July 4, 1994 while at the University of South

08:32:56 **12** Carolina soccer camp or huddling around the small

08:33:00 **13** television with rabbit ears with friends, that was

08:33:01 **14** essentially a nerd camp, to watch the historic

08:33:03 **15** 99ers win with those iconic scenes at the Rose

08:33:03 **16** Bowl.

08:33:06 **17** Think of what we have in front

08:33:07 **18** of us. What a time to be a soccer fan in America

08:33:11 **19** and what incredible fans we have. Thank you.

08:33:15 **20** We've got some of the Fan Council here today.

08:33:17 **21** Thank you for pushing us to be great on and off

08:33:20 **22** the field.

08:33:21 **23** A little while later we'll be

08:33:22 **24** reviewing our financial performance for FY '24 and

08:33:26 **25** our upcoming FY '25 plans. We're proud to share

08:33:29 **1** that we're ahead of budget and we're positioned

08:33:33 **2** incredibly well financially for the long-haul.

08:33:36 **3** The support of our partners, donors and fans

08:33:39 **4** directly impacts our ability to invest on behalf

08:33:42 **5** of our membership.

08:33:44 **6** To orchestrate these grand

08:33:45 **7** initiatives, we need a symphony of talent, our

08:33:48 **8** remarkable team, dedicated members, supportive

08:33:51 **9** partners and a visionary board. I stand here

08:33:54 **10** proud to say that we are four, four, four. As we

08:33:58 **11** look toward a once-in-a-generation moment that we

08:34:01 **12** have ahead of us, I cannot be more excited to be

08:34:04 **13** here working with all of you to bring this to

08:34:07 **14** life. So, thank you very much.

08:34:19 **15** PRESIDENT CONE: Thanks, JT. Before

08:34:21 **16** we get started, one thing that affects our agenda

08:34:24 **17** today is that we will not be holding an election

08:34:28 **18** for the Independent Director seat.

08:34:29 **19** The nominating governance

08:34:30 **20** committee, as well as the full Board, is in the

08:34:32 **21** process of evaluating candidates and we will hold

08:34:35 **22** the election at next year's National Council

08:34:37 **23** Meeting.

08:34:39 **24** Everyone should have received

08:34:40 **25** the minutes of our 2023 National Council Meeting

08:34:43 **1** in San Diego.

08:34:45 **2** I need a motion to approve the

08:34:46 **3** minutes.

08:34:47 **4** AUDIENCE: So moved.

08:34:48 **5** PRESIDENT CONE: Is there a second?

08:34:50 **6** AUDIENCE: Second.

08:34:51 **7** PRESIDENT CONE: Any objections?

08:34:54 **8** The minutes are approved. Thank you.

08:34:56 **9** I began our meeting today by

08:35:00 **10** saluting our great Life Members and I can report

08:35:04 **11** that the Board of Directors recently approved the

08:35:07 **12** nomination of two Life Members, Bob Kepner and Sal

08:35:12 **13** Rapaglia. I'd like to recognize Darius from North

08:35:22 **14** Carolina Adult Soccer Association to speak from

08:35:24 **15** the floor regarding Bob's nomination.

08:35:32 **16** MR. EJLALI: Hello. Thank you,

08:35:33 **17** Cindy. It is my pleasure and honor to nominate

08:35:37 **18** Bob Kepner to U.S. Soccer for lifetime membership.

08:35:40 **19** Bob Kepner and his lovey wife Margaret, who passed

08:35:40 **20** two years ago, are considered North Carolina

08:35:47 **21** soccer icons giving of their time without limit.

08:35:51 **22** Bob's leadership with North

08:35:55 **23** Carolina youth laid a foundation that has

08:35:58 **24** prospered and flourished benefiting tens of

08:36:01 **25** thousands of children over the years.

21

08:36:03 **1** He turned his wisdom, his
 08:36:05 **2** guidance and leadership to the adult association
 08:36:08 **3** making us one of the strongest in the United
 08:36:13 **4** States. Bob has served both the youth and adult
 08:36:16 **5** association in numerous roles; president,
 08:36:19 **6** treasurer, secretary, registrar, many times
 08:36:23 **7** simultaneously. He has orchestrated the North
 08:36:29 **8** Carolina Soccer Hall of Fame, the North Carolina
 08:36:29 **9** Soccer Foundation, he has served the national
 08:36:33 **10** organization, both USYS, USASA and multiple roles,
 08:36:40 **11** and he's also served the U.S. Soccer Foundation
 08:36:41 **12** for over 20 years.
 08:36:44 **13** To summarize, Bob lives by this
 08:36:48 **14** quote. Service is the rent that we pay for
 08:36:52 **15** living. It is something the very purpose of our
 08:36:55 **16** life, not something that you do in your spare
 08:36:57 **17** time.
 08:36:57 **18** So, with this, I humbly ask for
 08:37:00 **19** your support in inducting Bob Kepner into U.S.
 08:37:04 **20** Soccer's lifetime membership. Thank you.
 08:37:15 **21** PRESIDENT CONE: Unless there is an
 08:37:16 **22** objection, Bob Kepner is approved as a Life Member
 08:37:18 **23** by general consent. Bob is with us today. Bob,
 08:37:29 **24** would you like to stand up or raise your hand so
 08:37:32 **25** that we can all recognize you and give you the

22

08:37:34 **1** round of applause that you so deserve.
 08:38:04 **2** Congrats, Bob. So
 08:38:07 **3** well-deserved.
 08:38:08 **4** I'd like to now invite Rocco
 08:38:10 **5** from Eastern New York State Soccer Association to
 08:38:13 **6** speak from the floor regarding Sal's nomination.
 08:38:19 **7** MR. MORELLI: Good morning. Madam
 08:38:22 **8** President, Executive Boards of the United States
 08:38:27 **9** Soccer Federation, it is with immense pleasure and
 08:38:28 **10** profound admiration and Eastern New York State
 08:38:32 **11** Soccer Association's honor to nominate an
 08:38:37 **12** extraordinary individual who has dedicated a
 08:38:40 **13** lifetime to the beautiful game of soccer.
 08:38:43 **14** Today, Eastern New York State
 08:38:45 **15** Soccer Association extends its heartfelt
 08:38:47 **16** congratulations and proudly nominated Sal
 08:38:51 **17** Rapaglia, President of Eastern New York State
 08:38:53 **18** Soccer Association for this prestigious title of
 08:38:58 **19** Life Member of the United States Soccer
 08:39:00 **20** Federation.
 08:39:02 **21** Sal Rapaglia's journey in soccer
 08:39:03 **22** is nothing short of remarkable. From his humble
 08:39:08 **23** beginnings in Italy, to his arrival in the United
 08:39:11 **24** States in the 1950s, Sal's passion for the sport
 08:39:15 **25** has been unwavering. His roots in soccer run deep

23

08:39:19 **1** and it is evident in every facet of his life.
 08:39:23 **2** For over four decades, Sal has
 08:39:26 **3** served as a President of the Eastern New York
 08:39:30 **4** State Soccer Association, a testament to his
 08:39:32 **5** steadfast commitment and exemplary leadership.
 08:39:36 **6** Since assuming the presidency in 1979, he has
 08:39:40 **7** guided the association through numerous milestones
 08:39:43 **8** transforming it from its infancy into one of the
 08:39:46 **9** most prominent and respected state associations
 08:39:49 **10** within the United States Adult Soccer Association
 08:39:53 **11** and the United States Soccer Federation.
 08:39:57 **12** Sal Rapaglia is the recipient of
 08:39:59 **13** one of the highest awards that the Federation
 08:40:02 **14** offers, the Werner Fricker Award. Sal's impact
 08:40:06 **15** extends far beyond administrative duties as a
 08:40:10 **16** player and coach in Brooklyn, New York during the
 08:40:14 **17** 1960s through the 1980s.
 08:40:18 **18** He left an indelible mark on the
 08:40:18 **19** local soccer scene. His dedication to nurturing
 08:40:23 **20** talent and fostering their love for the game has
 08:40:26 **21** influenced countless individuals throughout the
 08:40:29 **22** years.
 08:40:30 **23** One of Sal's greatest legacies
 08:40:33 **24** lies in his role as a mentor. He has generously
 08:40:36 **25** shared his knowledge, wisdom and passion with

24

08:40:40 **1** aspiring players, coaches and administrators
 08:40:43 **2** alike. His style has shaped the careers and lives
 08:40:48 **3** of many leaving an enduring imprint on the soccer
 08:40:52 **4** community.
 08:40:54 **5** Should he be named, which he has
 08:40:56 **6** already, a Life Member, it would be a testament to
 08:40:59 **7** Sal Rapaglia's exceptional contributions and
 08:41:03 **8** unwavering dedication to the sport he holds dear.
 08:41:08 **9** It is a recognition of his tiredless efforts,
 08:41:12 **10** selfless service and profound impact on the
 08:41:15 **11** Eastern New York State Soccer Association and
 08:41:17 **12** beyond.
 08:41:18 **13** As we honor Sal today, let us
 08:41:21 **14** not only celebrate his achievements, but also
 08:41:24 **15** express our gratitude for his invaluable
 08:41:27 **16** contribution to the world of soccer. Sal
 08:41:29 **17** Rapaglia's passion, leadership and commitment
 08:41:33 **18** inspires us all and we are deeply grateful for his
 08:41:37 **19** enduring legacy.
 08:41:38 **20** Being nominated for life
 08:41:40 **21** membership is a well-deserved honor and may Sal's
 08:41:43 **22** love for the game continue to inspire generations
 08:41:46 **23** to come. Thank you.
 08:41:47 **24** PRESIDENT CONE: Thanks, Rocco.
 08:41:53 **25** Unless there is an objection, Sal Rapaglia is

25

08:41:55 **1** approved as a Life Member by general consent.

08:42:04 **2** Unfortunately, Sal could not

08:42:05 **3** attend in person today, but I'm sure he's watching

08:42:08 **4** like others from home. Congratulations, Sal.

08:42:11 **5** Very well-deserved.

08:42:18 **6** Next up to take us through the

08:42:19 **7** Fiscal Year '25 budget I'd like to invite Lisa

08:42:23 **8** Carnoy, Chair of the Budget and Finance Committee

08:42:25 **9** to the podium.

08:42:33 **10** Thanks, Cindy, and good morning,

08:42:35 **11** everyone. Today, I'm asking that the National

08:42:37 **12** Council join me in supporting approval of the

08:42:39 **13** proposed Fiscal Year 2025 budget as included in

08:42:44 **14** the most recent Book of Reports.

08:42:46 **15** As U.S. Soccer treasurer and

08:42:49 **16** Chair of the Budget and Finance Committee, I want

08:42:51 **17** to thank our committee for their diligent

08:42:53 **18** oversight of the budget process. That includes

08:42:55 **19** Sean Boyle, John Collins, Lori Lindsey, Bill

08:43:00 **20** Taylor and Michael Karon.

08:43:02 **21** I'd also like to thank the U.S.

08:43:04 **22** Soccer staff for their efforts throughout this

08:43:06 **23** process. Last year, we received membership

08:43:08 **24** approval for a budget deficit of \$9.5 million in

08:43:13 **25** Fiscal '24. We are on track to achieve a lower

26

08:43:16 **1** deficit and have accelerated spending in our Youth

08:43:19 **2** and Extended National Teams and membership

08:43:22 **3** programs.

08:43:23 **4** Our proposed Fiscal '25 budget

08:43:25 **5** reflects our strategic plan and responsibly builds

08:43:30 **6** on the progress that we have made. Next year,

08:43:32 **7** U.S. Soccer will diversify and scale revenue,

08:43:35 **8** execute a new sporting strategy and continue to

08:43:38 **9** invest in member programs.

08:43:41 **10** Most importantly, the Fiscal '25

08:43:44 **11** budget, as proposed, is expected to produce a

08:43:47 **12** small operating surplus, fulfilling the commitment

08:43:50 **13** we made last year to align revenue and expenses.

08:43:54 **14** In December 2023, the Budget and

08:43:58 **15** Finance Committee reviewed the Fiscal '25 budget.

08:44:00 **16** The committee recommended approval to the Board of

08:44:05 **17** Directors. Subsequently, the Board approved the

08:44:06 **18** Fiscal '25 budget.

08:44:08 **19** Let's now review the budget

08:44:09 **20** highlights narrated by vice chair of the

08:44:13 **21** committee, Michael Karon.

08:44:18 **22** The last year has marked

08:44:19 **23** exceptional progress for U.S. Soccer. In Fiscal

08:44:25 **24** Year '24, we completed our first year of managing

08:44:27 **25** our commercial rights in-house exceeding our

27

08:44:30 **1** projections. We launched a new comprehensive

08:44:34 **2** business strategy to support our long-term vision

08:44:37 **3** and we increased visibility into, and

08:44:40 **4** predictability of, our operating results.

08:44:44 **5** U.S. Soccer delivered these

08:44:46 **6** outcomes all while remaining on track to hit our

08:44:49 **7** financial targets. As a result of proactively

08:44:55 **8** managing the FY '24 budget, U.S. Soccer has

08:44:59 **9** accelerated investment beyond what was originally

08:45:00 **10** planned. This year, we funded an additional \$3.7

08:45:06 **11** million in programming that directly benefits our

08:45:09 **12** members and Youth and Extended National Teams.

08:45:13 **13** Looking ahead to FY '25, U.S.

08:45:16 **14** Soccer will build on this strong foundation to

08:45:18 **15** continue to evolve sustainably. All in, we

08:45:22 **16** project an operating surplus of \$1.2 million with

08:45:27 **17** revenue and expenses aligned.

08:45:29 **18** The FY '25 budget has three

08:45:32 **19** major objectives consistent with our long-term

08:45:35 **20** strategic vision. Diversifying and scaling

08:45:39 **21** revenue, we will continue to invest to scale our

08:45:43 **22** commercial activities and ramp up philanthropic

08:45:46 **23** support as we diversify our revenue.

08:45:50 **24** Executing our sporting strategy.

08:45:53 **25** We will make significant investments to enable

28

08:45:57 **1** sporting success and deliver high-value services

08:45:59 **2** to our members.

08:46:01 **3** Investing in member programs.

08:46:05 **4** We will continue to improve our ways of working to

08:46:08 **5** be more efficient and collaborative in order to

08:46:11 **6** improve decision making and benefit our members.

08:46:14 **7** Let's look at how the FY '25

08:46:16 **8** budget supports these priorities. Diversifying

08:46:20 **9** and scaling revenue. Commercial and events

08:46:23 **10** revenues continue to be central to growing U.S.

08:46:27 **11** Soccer's impact and driving benefits to our

08:46:29 **12** members.

08:46:29 **13** In FY '25, U.S. Soccer projects

08:46:33 **14** commercial and events operating revenues to be 77

08:46:38 **15** percent of projected Federation revenues. To

08:46:42 **16** bring this to life, heightened focus has been

08:46:47 **17** placed on expanding strategic partnerships through

08:46:49 **18** growth and retention of existing brand partners,

08:46:52 **19** combined with an influx of new blue chip

08:46:55 **20** companies. The stakes are higher and the

08:46:58 **21** marketplace is competitive. Our ability to drive

08:47:00 **22** meaningful value will be core to our long-term

08:47:04 **23** success.

08:47:05 **24** In addition, we will drive

08:47:07 **25** deeper connections with current and prospective

29

08:47:10 **1** fans to grow the game while also fueling other

08:47:14 **2** areas of our business through consumer products,

08:47:17 **3** match attendance and game viewership.

08:47:20 **4** This year, U.S. Soccer will also

08:47:23 **5** build out our approach to attract philanthropic

08:47:27 **6** partners with \$10 million in contributions

08:47:30 **7** available to the operating budget expected next

08:47:33 **8** year. The Federation's commercial success helps

08:47:38 **9** guarantee the financial future of the sport and

08:47:41 **10** enables us to support our members and the soccer

08:47:44 **11** ecosystem in a meaningful way.

08:47:48 **12** Executing our sporting strategy.

08:47:51 **13** With the conclusion of the 2023 FIFA Women's World

08:47:56 **14** Cup, U.S. Soccer is entering its next World Cup

08:47:59 **15** window. The Federation will invest \$88 million in

08:48:03 **16** supporting soccer at the highest level preparing

08:48:06 **17** for sporting success in the coming years and

08:48:10 **18** inspiring future generations.

08:48:12 **19** The plan will include investing

08:48:14 **20** in new staff to support all 27 of our National

08:48:19 **21** Teams, including building a complete strategy for

08:48:21 **22** each team. Similar to FY '24 we will continue to

08:48:26 **23** focus on the growth of our Extended National Teams

08:48:30 **24** and Youth National Teams by sustaining and

08:48:32 **25** developing programming and competitions.

30

08:48:37 **1** Improving playing environments

08:48:39 **2** for our members. U.S. Soccer is especially

08:48:42 **3** focused on delivering high-value solutions to our

08:48:45 **4** members. In FY '25, the Federation will invest

08:48:49 **5** \$29.9 million in the soccer ecosystem. This

08:48:55 **6** includes Innovate to Grow, which directly supports

08:48:58 **7** membership-run programs. \$3.5 million in ITG

08:49:03 **8** funds have been approved for the coming year and

08:49:06 **9** will be distributed to members. This is supported

08:49:09 **10** by FIFA Forward.

08:49:11 **11** Additional U.S. Soccer funding

08:49:13 **12** will target two areas of strategic focus. The

08:49:17 **13** first is growing the game. U.S. Soccer is

08:49:20 **14** investing in pathways into the game and

08:49:24 **15** experiences to stay connected to the game.

08:49:28 **16** Initiatives to support these

08:49:28 **17** priorities include democratizing soccer knowledge,

08:49:33 **18** which will connect the ecosystem to best resources

08:49:36 **19** to inform, grow and develop our soccer community

08:49:40 **20** and growing the number of referees across all

08:49:43 **21** levels of the game.

08:49:47 **22** The second area of strategic

08:49:49 **23** focus is fostering the best playing environments.

08:49:53 **24** We continue to focus on cultivating safe, fun and

08:49:57 **25** dynamic places to play through the initiatives

31

08:50:00 **1** like the Safe Soccer Program and meaningful

08:50:04 **2** collaborations with partners across the soccer

08:50:06 **3** landscape.

08:50:09 **4** U.S. Soccer believes the FY '25

08:50:12 **5** budget projections outlined today extend our

08:50:15 **6** commitment to investing in the soccer ecosystem.

08:50:19 **7** We'd like to thank our member organizations,

08:50:21 **8** athletes, fans, donors, coaches, referees,

08:50:26 **9** commercial partners and staff for their work

08:50:29 **10** toward elevating soccer in the United States.

08:50:32 **11** With your support, we believe

08:50:34 **12** the best is yet to come. With that, we ask the

08:50:38 **13** National Council to approve U.S. Soccer's FY '25

08:50:44 **14** budget.

08:50:51 **15** MS. CARNOY: Thank you, Michael.

08:50:53 **16** With that, I would like a motion to approve the

08:50:57 **17** budget?

08:50:59 **18** AUDIENCE: So moved.

08:51:00 **19** MS. CARNOY: Is there a second?

08:51:01 **20** AUDIENCE: Second.

08:51:06 **21** PRESIDENT CONE: Thank you, Lisa.

08:51:10 **22** Are there any questions? If so, I'll bring up

08:51:14 **23** Michael Karon to answer any questions. Man, you

08:51:19 **24** got saved, Michael.

08:51:22 **25** All right. Unless there is an

32

08:51:25 **1** objection, we will approve the Fiscal Year '25

08:51:27 **2** budget by general consent. Fantastic. The budget

08:51:34 **3** is approved. Well done, Budget and Finance

08:51:38 **4** Committee.

08:51:41 **5** Now, I'll call Greg Fike up to

08:51:44 **6** the podium for membership applications.

08:51:54 **7** MR. FIKE: Thank you, Cindy, and

08:51:55 **8** welcome, everyone. We're going to try and move

08:51:58 **9** through this. If there is any questions, please

08:52:01 **10** come up to the microphones and I will try to

08:52:03 **11** recognize you.

08:52:05 **12** Included in your Book of Reports

08:52:07 **13** are two membership applications that have been

08:52:08 **14** previously approved by the Board as provisional

08:52:11 **15** members. The applications are for the Special

08:52:14 **16** Olympics of North America and from The Girls

08:52:16 **17** Academy.

08:52:17 **18** Membership applications require

08:52:18 **19** approval of the majority of the National Council.

08:52:21 **20** Unless there is an objection, we'll handle the

08:52:23 **21** membership applications by the general consent

08:52:25 **22** process and we'll go through each one.

08:52:28 **23** The Special Olympics of North

08:52:30 **24** America was provisionally approved by the Board as

08:52:32 **25** a disabled service organization. Unless there is

08:52:34 **1** an objection, the Special Olympics membership as a
 08:52:37 **2** disabled service organization is approved by
 08:52:40 **3** general consent.
 08:52:42 **4** Seeing no objection, their
 08:52:45 **5** application is approved.
 08:52:51 **6** There may be a representative
 08:52:53 **7** from Special Olympics of North America. If you're
 08:52:55 **8** here and would like to make your way to the
 08:52:58 **9** microphone to address the body, that would be
 08:53:01 **10** great.
 08:53:01 **11** Please state your name for the
 08:53:04 **12** court reporter.
 08:53:06 **13** MR. STAKE: Hi, everyone. My name
 08:53:07 **14** is Sean Stake. I'm with Special Olympics of North
 08:53:09 **15** America. I thought the vote was going to be after
 08:53:10 **16** I spoke. So I'm very excited to know there is a
 08:53:12 **17** general vote. So that's great. Less pressure.
 08:53:17 **18** So the Special Olympics just to
 08:53:19 **19** give a quick history, we started in 1969. So it's
 08:53:21 **20** for individuals with intellectual disabilities.
 08:53:26 **21** Eunice Kennedy Shriver was our founder. We
 08:53:27 **22** started in Chicago at Soldier Field and now across
 08:53:30 **23** the world we have over six million athletes and
 08:53:32 **24** unified partners.
 08:53:33 **25** In the United States

08:53:34 **1** specifically, we have over 600,000 athletes and
 08:53:37 **2** unified partners. Specifically in the last
 08:53:40 **3** census, we had over 25,000 playing soccer. So
 08:53:42 **4** we're really excited to grow that -- grow that
 08:53:44 **5** number continuously.
 08:53:45 **6** We have a grant within the
 08:53:48 **7** Department of Education that we're in over 10,000
 08:53:50 **8** schools right now to promote inclusion within the
 08:53:54 **9** schools. We also have great partnerships with the
 08:53:56 **10** MLS and USL. Our MLS partnership with our unified
 08:54:00 **11** program has been super successful.
 08:54:02 **12** My daughter is on one of the
 08:54:04 **13** unified teams for the national soccer club. So
 08:54:05 **14** that's been a great, great thing. So, just
 08:54:07 **15** excited. I was going to say we'd appreciate your
 08:54:09 **16** vote. So we appreciate your vote. That was
 08:54:11 **17** great. Thanks so much.
 08:54:13 **18** MR. FIKE: You're welcome. Now,
 08:54:23 **19** moving on to The Girls Academy. The Girls Academy
 08:54:26 **20** was provisionally approved by the Board as a
 08:54:28 **21** national affiliate. Unless there is an objection,
 08:54:30 **22** The Girls Academy membership as a National
 08:54:33 **23** Affiliate is approved by general consent.
 08:54:35 **24** Hearing no objection, their
 08:54:37 **25** application is approved.

08:54:43 **1** If there is a representative
 08:54:44 **2** from The Girls Academy who would like to speak,
 08:54:47 **3** please make your way. Trish, please make sure you
 08:54:54 **4** state your name for the stenographer.
 08:54:58 **5** MS. HUGHES: Thank you. Good
 08:54:59 **6** morning. My name is Trish Hughes. I'm
 08:55:00 **7** commissioner of The Girls Academy and I too
 08:55:04 **8** thought we were waiting on a vote. So I humbly
 08:55:06 **9** stand here and this is a tremendous privilege and
 08:55:09 **10** for all the young girls that we represent across
 08:55:12 **11** the country and as an ally and partner in the
 08:55:14 **12** youth landscape, we are so excited to partner and
 08:55:17 **13** work with other members on the future of the game,
 08:55:22 **14** growing fandom and to stand as a full member with
 08:55:26 **15** the privileges that that entails.
 08:55:28 **16** This is a big moment for us.
 08:55:30 **17** We're quite nervous obviously, but I thank you. I
 08:55:33 **18** thank everybody for your support and we're excited
 08:55:34 **19** for the future where we go from here. Thank you
 08:55:37 **20** very much.
 08:55:38 **21** MR. FIKE: Thank you, Trish. So
 08:55:44 **22** we're going to move on to the bylaw amendments
 08:55:46 **23** next. So, here, there will be a vote.
 08:55:49 **24** Included in your Book of
 08:55:50 **25** Reports, Section 9, are a series of bylaw

08:55:53 **1** amendments. As required by Bylaw 802, all the
 08:55:55 **2** proposed amendments have been reviewed by the
 08:55:58 **3** Rules Committee and the reports are included in
 08:55:59 **4** the Book of Reports. We'll now proceed for
 08:56:02 **5** consideration of the proposed bylaw amendments.
 08:56:18 **6** So I've just been asked by the
 08:56:20 **7** Credentials Committee to make sure we rerun the
 08:56:23 **8** test vote so we can make sure we're all set for
 08:56:25 **9** the voting process. So if you can bring up Test
 08:56:28 **10** Question 1 to make sure everybody please presses
 08:56:30 **11** their keypads. Here is just a few reminders about
 08:56:32 **12** voting before we get started.
 08:56:33 **13** Please only push 1 or 2 as
 08:56:36 **14** you're voting. You don't need to hit send. We'll
 08:56:38 **15** leave voting open for a little longer when we
 08:56:41 **16** actually do this to make sure everyone has voted.
 08:56:43 **17** We are tracking the number of keypads that vote
 08:56:45 **18** and we will show the total weighted vote so
 08:56:48 **19** everybody can see it on the screen when it comes
 08:56:50 **20** up with the percentage and then we will also make
 08:56:51 **21** sure that the -- that I read it with a decimal
 08:56:56 **22** point because the total weighted vote will show up
 08:56:59 **23** on your screen without the decimal point.
 08:57:02 **24** So please go ahead and start the
 08:57:03 **25** first test question. What was the inception --

08:57:06 **1** year of inception for the Dallas Cup? 1, 1980 and
 08:57:13 **2** 2, 1990. Sorry. We already know the answer, but
 08:57:16 **3** please press your keypad anyway to make sure it's
 08:57:19 **4** working.
 08:57:21 **5** Siri, please conduct the vote.
 08:57:38 **6** All right. So we're going to go through this vote
 08:57:41 **7** and then if there is any issues, I'll ask to make
 08:57:44 **8** sure we get them corrected.
 08:58:23 **9** MS. MULLINIX: 5, 4, 3, 2, 1.
 08:58:27 **10** Voting is closed.
 08:58:35 **11** MR. FIKE: Well, everybody got it
 08:58:37 **12** right, but can we have the total weighted vote?
 08:58:41 **13** Okay. Perfect. So the total weighted vote in
 08:58:43 **14** this circumstance was 1,225.87 for number 1 and
 08:58:54 **15** the total weight vote for number 2 was 74.36. So
 08:59:00 **16** somebody pushed no just to make sure it worked.
 08:59:03 **17** So you can see the total weighted vote on this
 08:59:07 **18** slide. So you should be good. Hopefully that
 08:59:10 **19** clears up any confusion.
 08:59:11 **20** There have been a few keypads
 08:59:12 **21** that have a low battery. So what I'd like to do
 08:59:14 **22** very quickly, hopefully, is come up and if anybody
 08:59:17 **23** has a low battery, if you can just raise your hand
 08:59:19 **24** and we can raise the houselights to make sure that
 08:59:21 **25** your vote -- your keypad will work throughout the

08:59:25 **1** meeting. I just want to do it very quickly. We
 08:59:28 **2** do have extra batteries.
 08:59:32 **3** Is there anybody else? Of
 09:00:01 **4** course. We have batteries. Thank you for your
 09:00:03 **5** patience.
 09:01:12 **6** Thank you, again, for your
 09:01:32 **7** patience. I'll make up time as we move through.
 09:04:44 **8** Thank you so much for your patience. I'll give
 09:04:45 **9** you a few seconds to return to your seat so we can
 09:04:49 **10** get started. Yes, please sit down. So thanks,
 09:05:12 **11** everybody, for your patience just on the
 09:05:14 **12** batteries. Everything should be set now. Even if
 09:05:16 **13** your keypad or something shows a low battery
 09:05:19 **14** signal, I've been assured it should last for the
 09:05:20 **15** length of this meeting at this point. So I just
 09:05:22 **16** want to make sure they're all set properly and we
 09:05:25 **17** are able to show the vote properly for everybody
 09:05:28 **18** to see.
 09:05:29 **19** So the first item for
 09:05:30 **20** consideration under the topic of the bylaw
 09:05:32 **21** amendments is Bylaw 231 as proposed by Richard
 09:05:36 **22** Groff. It is included first in your Book of
 09:05:39 **23** Reports in the Bylaws Section 9, Subsection A.
 09:05:41 **24** The proposal is to change who
 09:05:42 **25** can nominate Life Members. The Rules Committee's

09:05:45 **1** recommendation is printed in the Book of Reports
 09:05:47 **2** with the bylaw. The question is on the adoption
 09:05:49 **3** of the proposed amendment to Bylaw 231 as found in
 09:05:53 **4** the Book of Reports in Bylaw Section 9, Subsection
 09:05:56 **5** A. Is there any discussion?
 09:05:59 **6** Richard, would you like to say
 09:06:00 **7** something since you're the proposer? All right.
 09:06:03 **8** Hearing no discussion, I don't think there is
 09:06:08 **9** anybody who is coming up to speak. All right.
 09:06:09 **10** The question is on the adoption of the proposed
 09:06:11 **11** amendment to Bylaw 231, Section 2 as found in your
 09:06:13 **12** Book of Reports.
 09:06:14 **13** The motion requires a two-thirds
 09:06:16 **14** vote for adoption and the vote will be taken
 09:06:18 **15** electronically. Are you ready for the question?
 09:06:21 **16** Ms. Mullinix, please proceed with the vote.
 09:06:25 **17** All those in favor of the motion
 09:06:27 **18** as mentioned before, please press 1 on your
 09:06:30 **19** keypad. All those opposed to the motion, press 2
 09:06:34 **20** on your keypads and you should be all set.
 09:06:37 **21** Go ahead, Siri.
 09:06:38 **22** MS. MULLINIX: Please vote now. 5,
 09:07:06 **23** 4, 3, 2, 1. Voting is closed.
 09:07:19 **24** MR. FIKE: As you can see on your
 09:07:21 **25** screen, the vote is 91.87 percent in favor.

09:07:28 **1** 1,293.21 votes in favor. Therefore, there are
 09:07:32 **2** two-thirds in the affirmative and the motion is
 09:07:34 **3** adopted. The bylaw as amended is proposed. Thank
 09:07:40 **4** you.
 09:07:40 **5** The next item for consideration
 09:07:41 **6** is amendment to Bylaw 401, Section 1C as proposed
 09:07:45 **7** by Juan Uro. It is included in your Book of
 09:07:49 **8** Reports in the Bylaws Section 9, Subsection B.
 09:07:50 **9** The proposal is to provide a
 09:07:53 **10** stipend to the president of the Federation. The
 09:07:55 **11** Rules Committee report is printed in the Book of
 09:07:58 **12** Reports along with the bylaw proposal.
 09:08:00 **13** The question is on adoption of
 09:08:01 **14** the proposed amendment to Bylaw 401, Section 1C as
 09:08:05 **15** found in the Book of Reports.
 09:08:06 **16** Is there any discussion? Juan,
 09:08:09 **17** would you like to say a few words about the
 09:08:12 **18** amendment?
 09:08:13 **19** MR. URO: I think it's as popular as
 09:08:16 **20** Richard's one. So let's go ahead.
 09:08:19 **21** MR. FIKE: Is there any further
 09:08:20 **22** discussion from the floor?
 09:08:21 **23** MR. PINORI: Good morning. First,
 09:08:26 **24** let me apologize for my voice, but I got up in
 09:08:32 **25** support of this amendment. Couple friends of mine

09:08:35 **1** that know a lot more than I do regarding soccer,
 09:08:38 **2** they told me that FIFA puts a lot of stress on the
 09:08:42 **3** president to travel all over the world left and
 09:08:46 **4** right.
 09:08:46 **5** So I know how people felt
 09:08:49 **6** from -- the Adult and the Youth Council felt that
 09:08:51 **7** that was not the right thing to do and the last
 09:08:54 **8** time this was brought up. I strongly ask each and
 09:08:58 **9** every one of you to support this amendment. Thank
 09:09:00 **10** you.
 09:09:01 **11** MR. FIKE: You're welcome. Thank
 09:09:02 **12** you.
 09:09:04 **13** MR. GOODRIDGE: Good morning. Hugh
 09:09:05 **14** Goodridge from New York State West. I looked this
 09:09:09 **15** over and I have several questions I went through
 09:09:11 **16** with Juan Uro on a call a couple weeks ago and,
 09:09:17 **17** you know, one is need for the stipend and almost
 09:09:20 **18** to a job position where it's an employee and he
 09:09:26 **19** also indicated that there is a conversation
 09:09:28 **20** already provided on several of the other councils
 09:09:31 **21** that this position allows the president to attend
 09:09:35 **22** to. So from my perspective, in terms of our
 09:09:37 **23** state, we thought that we would not vote in favor
 09:09:40 **24** of this, which is other conversations being
 09:09:43 **25** provided.

09:09:45 **1** Should that really still
 09:09:46 **2** continue to be the case, then maybe we look at it
 09:09:49 **3** if we want to offer a stipend, it's a dollar for
 09:09:52 **4** dollar reduction in terms of what we offer and
 09:09:55 **5** somebody else's offering to help facilitate being
 09:09:57 **6** the president of the U.S. Soccer Federation. All
 09:10:00 **7** right. Thank you.
 09:10:01 **8** MR. FIKE: Thank you. Yeah, I'll
 09:10:05 **9** recognize Juan Uro who is the proposer.
 09:10:08 **10** MR. URO: Maybe I would like to
 09:10:09 **11** respond to that question because as many members
 09:10:13 **12** remember last year, we had a pretty healthy debate
 09:10:15 **13** on this topic and there were a few members who
 09:10:19 **14** were open to the concept, but they have concerns
 09:10:22 **15** about some of the language and they wanted some
 09:10:25 **16** feedback on some aspects including the legality of
 09:10:30 **17** paying the president, the second issue was around
 09:10:34 **18** this aspect of employment and the third one was
 09:10:38 **19** what will happen if the president will be paid by
 09:10:41 **20** CONCACAF or some other organization like FIFA.
 09:10:45 **21** So over the last year, we have
 09:10:47 **22** been working very diligently to get all the
 09:10:49 **23** questions from the members and I appreciate the
 09:10:52 **24** Member Advisory Committee presided by Chaz Ballish
 09:10:57 **25** who did an amazing job seeking input from us and

09:11:02 **1** members. We got more than 20 questions and we see
 09:11:06 **2** in the document with a number of those answers,
 09:11:09 **3** but in an answer, there were three areas of
 09:11:12 **4** concern again.
 09:11:13 **5** The first one is the legality.
 09:11:14 **6** We consulted with labor law and legal counsel and
 09:11:19 **7** it's legal to compensate an officer for their
 09:11:21 **8** duties. It's not an employment. It's a
 09:11:25 **9** compensation for the duties. That's absolutely
 09:11:28 **10** 100 percent legal in the U.S. in non-profit.
 09:11:33 **11** The second one was the concern
 09:11:35 **12** about employment and the current language advised
 09:11:40 **13** by the lawyers on the stipend, which is something
 09:11:41 **14** that other non-profits have done. It has no
 09:11:45 **15** employment binding. It's almost like an
 09:11:48 **16** independent contractor and that's how it would be
 09:11:51 **17** shown on the 990 and the limitation because other
 09:11:54 **18** federations, in fact, has been adjusted to remove
 09:11:58 **19** half of that compensation if in the president role
 09:12:01 **20** they will be seeking seating in CONCACAF or in
 09:12:04 **21** FIFA.
 09:12:05 **22** So I'm sure other people would
 09:12:07 **23** like to continue thinking about this concept, but
 09:12:10 **24** based on the input that we got last year and based
 09:12:13 **25** on a number of consultations and probably talked

09:12:16 **1** to more than 30 to 40 people in this room about
 09:12:19 **2** this, I think hopefully the concerns of these
 09:12:22 **3** questions has been addressed. Thank you.
 09:12:25 **4** MR. FIKE: I recognize the member.
 09:12:28 **5** MR. GUTHRIE: Dave Guthrie, Indiana.
 09:12:29 **6** I speak against the motion. My comments are not
 09:12:34 **7** speaking against our current president. I want to
 09:12:36 **8** reiterate that. My comments have nothing to do
 09:12:39 **9** with speaking against our current president. It
 09:12:42 **10** has everything to do with protecting our
 09:12:44 **11** organization.
 09:12:45 **12** Like the maker of this motion, I
 09:12:46 **13** spent 35 years in the private sector where I owned
 09:12:50 **14** and operated businesses. I also actually spent a
 09:12:54 **15** stint as a CEO of a publicly traded corporation.
 09:12:56 **16** So I saw through the lens of the private sector
 09:12:59 **17** just like Juan does.
 09:13:01 **18** And so when I found myself as
 09:13:03 **19** the president of Indiana Soccer, a 501(c)(3), I
 09:13:06 **20** was motivated to go back to college. I was in my
 09:13:09 **21** 50s, and got a master's certificate in
 09:13:14 **22** not-for-profit management just so that I would be
 09:13:16 **23** educated as to how to operate and move a
 09:13:19 **24** not-for-profit forward and what I found is the
 09:13:22 **25** ethics, the way in which you operate, are

09:13:25 **1** completely different or should be different.
 09:13:27 **2** And that the IRS looks at us as
 09:13:29 **3** a public trust and, as such, when we have
 09:13:33 **4** directors and officers, they are trustees and, as
 09:13:37 **5** such, they're not supposed to be involved in
 09:13:40 **6** operations.
 09:13:40 **7** They're supposed to be setting a
 09:13:43 **8** vision. They hire up those who are responsible
 09:13:46 **9** for operations, and so they're supposed to be
 09:13:50 **10** stewards of the organization setting vision,
 09:13:52 **11** making sure that they hold staff accountable to
 09:13:55 **12** achieve that vision.
 09:13:57 **13** I would like for us to vote
 09:14:00 **14** against the motion and have the Board go back and
 09:14:02 **15** look and say, well, if we're casting all these
 09:14:06 **16** responsibilities on our president, that's not
 09:14:09 **17** following best practices for a 501(c)(3)
 09:14:13 **18** organization.
 09:14:14 **19** Rather, we should reallocate
 09:14:16 **20** those responsibilities back to staff and let our
 09:14:19 **21** president focus on the three things that are
 09:14:21 **22** outlined in our bylaws as the president's
 09:14:23 **23** responsibility.
 09:14:25 **24** And Juan mentioned the private
 09:14:27 **25** contract component. When you look at the IRS --

09:14:30 **1** and, again, giving us a not -- non-tax status,
 09:14:35 **2** when you look at that, you could be a statutory
 09:14:38 **3** employee, you could be a non-statutory or you
 09:14:41 **4** could be a common law employee or a private
 09:14:43 **5** contractor, an independent contractor.
 09:14:47 **6** If you look at the tests that
 09:14:50 **7** require whether you are an employee or an
 09:14:52 **8** independent contractor, as I read through the IRS
 09:14:55 **9** statutes, I don't see how you could be justified
 09:15:00 **10** paying a president and calling them an independent
 09:15:03 **11** contractor because we can't pass the test of what
 09:15:07 **12** disqualifies you from being an employee and if
 09:15:10 **13** they're going to be an employee, you don't pay
 09:15:12 **14** them a stipend. They have to get access to all
 09:15:16 **15** employee benefits.
 09:15:17 **16** So as those of us holding these
 09:15:20 **17** keypads, we are the ultimate stewards of this
 09:15:23 **18** organization. So I implore you to push 2 when the
 09:15:26 **19** vote comes up and ask this and ask the Board to
 09:15:31 **20** reallocate those responsibilities that are
 09:15:33 **21** overwhelming our president and allow that
 09:15:36 **22** president to focus on those things that are
 09:15:38 **23** outlined in our bylaws. Thank you very much.
 09:15:41 **24** MR. FIKE: Thank you.
 09:15:47 **25** MR. URO: Can I speak?

09:15:48 **1** MR. FIKE: Yes, Juan. We'll give
 09:15:49 **2** the proposer of the motion an opportunity to
 09:15:50 **3** respond.
 09:15:50 **4** MR. URO: I appreciate Dave, and, as
 09:15:52 **5** always, very thoughtful and we see the same way on
 09:15:55 **6** some issues and some we don't. He expressed last
 09:15:58 **7** year a similar sentiment and he spoke about the
 09:16:02 **8** volume of best practice in non-profit, which I've
 09:16:06 **9** read and the officer can be paid full staff.
 09:16:10 **10** By the way, when you look at the
 09:16:13 **11** major non-profits in the U.S., take a look. I'm
 09:16:17 **12** sure you know what is a major; the Red Cross, the
 09:16:22 **13** Gates Foundation. Look at the number of hours
 09:16:25 **14** that the Chairperson spends and it's a fraction.
 09:16:30 **15** It's a very minor fraction of what our Chair
 09:16:33 **16** spends and why?
 09:16:36 **17** Because they don't spend, you
 09:16:38 **18** know, time with global or regional Chairs of other
 09:16:42 **19** organizations. They don't meet with the Chair of
 09:16:45 **20** another hospital or another, you know, Red Cross
 09:16:48 **21** in other countries.
 09:16:49 **22** They don't attend weekly events.
 09:16:53 **23** Cindy started her discussion about how pleased she
 09:16:58 **24** was to spend time with all of you in so many
 09:17:00 **25** events throughout the year and you are seeking the

09:17:02 **1** president's presence. You are not seeking a staff
 09:17:05 **2** presence. It's not about reallocating the
 09:17:07 **3** responsibility. You are looking for the person
 09:17:08 **4** that you elected to lead this organization.
 09:17:13 **5** The Chair in those non-profits
 09:17:17 **6** is selected by the Board because it's the Chair of
 09:17:21 **7** the Board. It's not that you think it's helpful
 09:17:24 **8** for soccer and you want to delegate the
 09:17:26 **9** responsibility to the Board instead of the Chair.
 09:17:29 **10** I'm all for that if that's what this membership
 09:17:32 **11** is, but I think we are not trying to operate like
 09:17:35 **12** the Mayo Clinic or the Red Cross, all those
 09:17:39 **13** organizations.
 09:17:39 **14** We are soccer. The president
 09:17:44 **15** should stand out to work with other presidents
 09:17:45 **16** around the world. You want the president that
 09:17:48 **17** wants to be with you in those events, that want
 09:17:51 **18** the public figure to lead this organization.
 09:17:54 **19** So if you want to operate as a
 09:17:56 **20** non-profit and you think this is the Mayo Clinic
 09:18:00 **21** Board, you can vote no, 2. If you want to think
 09:18:04 **22** that this is soccer and we want to grow this game,
 09:18:06 **23** I hope you press 1.
 09:18:10 **24** MR. FIKE: Thank you. I think this
 09:18:13 **25** will be our last comment. Thank you. I just

09:18:15 **1** recognize the member.

09:18:17 **2** MR. HAMMOND: Thank you. Ashley

09:18:19 **3** Hammond, Cerebral Palsy Soccer. We're a

09:18:20 **4** disability service organization, and I stand in

09:18:22 **5** favor of this motion and I hope that everyone will

09:18:24 **6** press 1 for a number of reasons.

09:18:26 **7** Firstly, as evidenced by the

09:18:28 **8** legalities just spoken about, this legal issue is

09:18:32 **9** a non-issue. So I think then we take it to a

09:18:34 **10** different issue and if you haven't witnessed -- I

09:18:37 **11** have witnessed for sure that as this weekend goes

09:18:40 **12** by, our president knows every member. She visits

09:18:43 **13** with every member. She takes time with every

09:18:45 **14** member. And we, as a disability service

09:18:46 **15** organization, are thoroughly supported by that.

09:18:49 **16** But I asked one question of

09:18:50 **17** Cindy this morning at breakfast "Do you ever see

09:18:53 **18** your family" and her response touched me. She

09:18:56 **19** said "I made a promise to my family that I would

09:18:59 **20** try not to be ever away from them for seven days,

09:19:02 **21** and I actually broke that promise last year with

09:19:06 **22** the World Cup and it crushed me."

09:19:08 **23** Virtually everybody in this room

09:19:09 **24** started in this world of soccer because of their

09:19:11 **25** families. We also -- I certainly did. My son is

09:19:14 **1** here, and I started in this world because of

09:19:16 **2** families. So when you take away the legal issue,

09:19:19 **3** this becomes a personal issue.

09:19:20 **4** This becomes whether we ask

09:19:23 **5** someone to literally sacrifice everything in their

09:19:25 **6** life. And it's Cindy today. It will be someone

09:19:29 **7** else next year or the year after or whenever that

09:19:30 **8** might be. I don't think this is an option. I

09:19:32 **9** think it's press 1.

09:19:34 **10** MR. FIKE: Thank you. Sir, I'm

09:19:38 **11** hoping this is the last one and we can limit the

09:19:41 **12** remarks to a relatively short period of time. I

09:19:43 **13** recognize the member.

09:19:47 **14** MR. MARION: Andy Marion, South

09:19:47 **15** Carolina Adults. So I guess I will finish here.

09:19:50 **16** First of all, I want to thank Juan and others for

09:19:53 **17** hosting the online Zoom meeting about this

09:19:56 **18** amendment a few weeks ago. That was very useful.

09:19:59 **19** Also, I thank the committee for providing written

09:20:04 **20** answers to questions about this that have come up.

09:20:07 **21** I still feel like people I talk

09:20:10 **22** to there's a lot of uneasy about the governance

09:20:13 **23** issues that Dave Guthrie just raised a minute ago.

09:20:17 **24** There's still a lot of uncertainty about how this

09:20:20 **25** is supposed to work and maybe that boils down to

09:20:23 **1** what really is the proper role of the U.S. Soccer

09:20:26 **2** President and the relationship of that role to the

09:20:29 **3** CEO?

09:20:29 **4** Because maybe it's evolved to

09:20:31 **5** the point where it's so demanding of the

09:20:34 **6** president, the destinations and we have to deal

09:20:39 **7** with that or we're not operating in the best way,

09:20:42 **8** that the staff and CEO should be really doing more

09:20:45 **9** of the day to day stuff. But, nonetheless, we

09:20:48 **10** have a situation where the CEO makes sure the

09:20:52 **11** trains run on time, but the president has to make

09:20:54 **12** sure we have trains.

09:20:56 **13** And how demanding that is, I

09:20:58 **14** can't judge, and I think a lot of people are

09:21:01 **15** uncertain about that and they don't know how to

09:21:03 **16** judge this because they don't really know what a

09:21:06 **17** poor job description of the president will be or

09:21:08 **18** should be and how demanding that is.

09:21:11 **19** So all those governance issues

09:21:14 **20** aside, I think people are kind of uneasy about it,

09:21:16 **21** but I'm certainly sympathetic to the idea of

09:21:19 **22** making the position open to more people that could

09:21:21 **23** afford it.

09:21:23 **24** I do have one specific legal,

09:21:26 **25** technical issue, though, and I've raised this in

09:21:30 **1** the Zoom meeting, but I'm still bothered about it,

09:21:33 **2** and that's the simple fact of having the bylaws

09:21:35 **3** specify the dollar amount. It seems to me that it

09:21:39 **4** would be more appropriate if we're going to do

09:21:41 **5** this, the bylaw ought to authorize the Board to

09:21:46 **6** come up with a figure.

09:21:49 **7** The bylaw would authorize the

09:21:54 **8** organization to pay the president a stipend,

09:21:57 **9** whatever you call it, and then the policy for this

09:22:02 **10** would be spelled out and reviewed and reapproved

09:22:06 **11** every so often. It would actually name the dollar

09:22:09 **12** amount. That makes it easier to change.

09:22:11 **13** You don't have to have a bylaw

09:22:13 **14** amendment every time you want to change what's

09:22:15 **15** paid and you put a structure so that the bylaw

09:22:20 **16** gives the general authorization to pay the

09:22:21 **17** president something and then a policy specifies,

09:22:25 **18** and the policy could be approved by the Board at

09:22:31 **19** the end of the year or the beginning of the year

09:22:33 **20** immediately before the next National Council

09:22:37 **21** Meeting where we have to approve the policy.

09:22:38 **22** So there's not a big timeline

09:22:41 **23** and maybe if you do this, you could structure it

09:22:43 **24** so you only have to do this once every, say, four

09:22:46 **25** years before the next election. So before each

09:22:49 **1** election, the policy would set the dollar amount.
 09:22:52 **2** So some of that would be useful to think. I don't
 09:22:57 **3** like having the dollar amount set in the bylaws
 09:22:59 **4** that has to be amended. So, thanks.
 09:23:04 **5** MR. URO: Can I go?
 09:23:04 **6** MR. FIKE: Yes, very briefly, if you
 09:23:06 **7** could.
 09:23:06 **8** MR. URO: Very briefly. Juan Uro
 09:23:08 **9** cannot be very brief. I appreciate Andy's
 09:23:12 **10** questions and through the process of governance
 09:23:17 **11** reform over the last couple of years, what we
 09:23:19 **12** learned is there is still a level of trust that
 09:23:23 **13** needs to be earned between the members and the
 09:23:24 **14** Federation, particularly with the Board.
 09:23:26 **15** From that point of view, I agree
 09:23:28 **16** with Andy's comments. I think, practically
 09:23:31 **17** speaking, to put a number gives you the confidence
 09:23:33 **18** that that is the number, that you are not relating
 09:23:37 **19** that number to someone else and when -- you want
 09:23:40 **20** me to be brief. I appreciate Andy last year he
 09:23:43 **21** said I did an emotional appeal, and I took that
 09:23:47 **22** very personal, Andy. So this year, I tried to be
 09:23:50 **23** less emotional.
 09:23:51 **24** And in order to be less
 09:23:52 **25** emotional, I asked artificial intelligence. I'm

09:23:57 **1** sure some of you have heard about ChatGPT or
 09:24:02 **2** OpenAI and I asked the question "Should the U.S.
 09:24:06 **3** Soccer Federation President be paid?"
 09:24:08 **4** I wanted to share because I
 09:24:09 **5** thought it was a good reflection of what I heard
 09:24:11 **6** from members and, if not, it should be a
 09:24:14 **7** reflection from the time that we live in terms of
 09:24:17 **8** technology.
 09:24:18 **9** It says, "As an artificial
 09:24:21 **10** intelligence developed by OpenAI, I do not form
 09:24:25 **11** personal opinions or stances." Very smart. Very
 09:24:27 **12** political. "However, I can provide some
 09:24:29 **13** perspectives on this question whether the
 09:24:29 **14** President of the U.S. Soccer Federation should be
 09:24:38 **15** paid is ultimately a decision for the Federation
 09:24:38 **16** by itself for you, which you are going to press 1
 09:24:42 **17** or 2, and considering it in the specific context,
 09:24:46 **18** requirements and resources.
 09:24:48 **19** There are arguments for both
 09:24:50 **20** sides. Arguments for compensation includes,
 09:24:53 **21** number one, I'll be brief, significant time
 09:25:01 **22** commitments and compensation to recognize this
 09:25:05 **23** dedication.
 09:25:05 **24** Number two, attracting talent.
 09:25:08 **25** Compensation may attract more highly qualified

09:25:11 **1** candidates to apply, potentially enhancing the
 09:25:14 **2** Federation's performance and reputation. Number
 09:25:16 **3** three, equity and accessibility. Compensation
 09:25:20 **4** makes the role more accessible to a diverse range
 09:25:23 **5** of candidates who may not have the personal
 09:25:26 **6** financial resources to work without pay. Work
 09:25:29 **7** without pay.
 09:25:31 **8** The arguments against. Historic
 09:25:35 **9** precedent. The prestigious opportunity to
 09:25:37 **10** contribute should be considered a compensation in
 09:25:43 **11** and by itself. From where I grew up, prestige
 09:25:47 **12** doesn't pay rent. Prestige doesn't put food on
 09:25:52 **13** the table. So I urge you to consider to press 1.
 09:25:54 **14** Thank you.
 09:25:55 **15** MR. FIKE: Thank you so much. The
 09:25:58 **16** question is on adoption of the proposed amendment
 09:26:00 **17** to Bylaw 401, Section 1C as found in the Book of
 09:26:05 **18** Report. This motion requires a two-thirds vote
 09:26:07 **19** for adoption and the vote will be taken
 09:26:08 **20** electronically.
 09:26:09 **21** Are you ready for the question?
 09:26:12 **22** Ms. Mullinix, please proceed with the vote. All
 09:26:14 **23** those in favor of the motion, please press 1 on
 09:26:17 **24** your keypads. All those opposed to the motion,
 09:26:21 **25** please press 2 on your keypads. Thank you.

09:26:22 **1** MS. MULLINIX: Voting is open. 5,
 09:26:38 **2** 4, 3, 2, 1.
 09:27:14 **3** MR. COLLINS: Greg. Greg. I
 09:27:17 **4** probably should have raised it beforehand, but
 09:27:18 **5** there was a point of clarification. Two gentlemen
 09:27:20 **6** in the front row wanted to know if they get
 09:27:23 **7** retroactive payments.
 09:27:26 **8** MR. FIKE: I don't get to make those
 09:27:32 **9** kind of decisions. Just for the record -- so the
 09:27:36 **10** vote is 80.88 percent in favor and the weighted
 09:27:41 **11** vote was 1,170.39 in favor. Therefore, there are
 09:27:46 **12** two-thirds in the affirmative, and the motion is
 09:27:48 **13** adopted. Bylaw Section 401, Section 1C as amended
 09:27:51 **14** is passed.
 09:27:56 **15** All right. Thank you. The next
 09:27:59 **16** item for consideration is the amendment to Bylaw
 09:28:02 **17** 431, Section 5 proposed by the Nominating and
 09:28:06 **18** Governance Committee. It's included in your Book
 09:28:08 **19** of Reports, Section 9, Subsection C.
 09:28:10 **20** The proposal is to add review of
 09:28:11 **21** membership applications to the Nominating and
 09:28:14 **22** Governance Committee. This used to be a
 09:28:17 **23** responsibility of the Rules Committee. It is now
 09:28:18 **24** a responsibility of the Nominating and Governance
 09:28:21 **25** Committee. This is just reflecting it in the

09:28:22 **1** bylaws.

09:28:23 **2** The Rules Committee's rationale

09:28:24 **3** is printed in the bylaws -- printed in the Book of

09:28:27 **4** Reports with the bylaw proposal. The question is

09:28:30 **5** on adoption of the proposed amendment to Bylaw

09:28:32 **6** 431, Section 5 as found in the Book of Reports in

09:28:35 **7** the Section 9.

09:28:37 **8** Is there any discussion?

09:28:42 **9** Dr. Pete, anything on this? You don't need to.

09:28:47 **10** DR. ZOPFI: No.

09:28:48 **11** MR. FIKE: All right. Hearing no

09:28:51 **12** discussion -- hearing no discussion, the question

09:28:52 **13** is on adoption of the proposed amendment to Bylaw

09:28:55 **14** 431, Section 5 as found in your Book of Reports.

09:28:58 **15** This motion requires a two-thirds vote for

09:29:02 **16** adoption and the vote will be taken

09:29:02 **17** electronically. Are you ready for the question?

09:29:04 **18** Ms. Mullinix, please proceed

09:29:06 **19** with the vote. All those in favor of the motion,

09:29:07 **20** please press 1 on your keypad. All those opposed

09:29:10 **21** to the motion, please press 2 on your keypads.

09:29:13 **22** Thank you.

09:29:14 **23** MS. MULLINIX: Voting is open. 5,

09:30:04 **24** 4, 3, 2, 1. Voting is closed.

09:30:14 **25** MR. FIKE: The vote is 99.34 percent

09:30:18 **1** with 1,419.15 weighted vote in favor. Therefore,

09:30:24 **2** there are two-thirds in the affirmative and the

09:30:25 **3** motion is adopted. Bylaw 431, Section 5 is

09:30:32 **4** amended as proposed.

09:30:33 **5** The next item for consideration

09:30:34 **6** is the amendment to Bylaw 705 proposed by Cindy

09:30:37 **7** Cone and JT Batson. It is included in your Book

09:30:40 **8** of Reports, Bylaw Section 9, Subsection D. The

09:30:44 **9** proposal is to update the arbitration tribunal to

09:30:47 **10** align with the new USOPC arbitration tribunal

09:30:51 **11** selected by the USOPC under the new rules.

09:30:53 **12** The Rules Committee report is

09:30:56 **13** printed in your Book of Reports with the proposed

09:30:57 **14** amendment. The question is on the adoption of the

09:30:59 **15** proposed amendment to Bylaw 705 as found in the

09:31:02 **16** Book of Reports in the bylaws section. Is there

09:31:05 **17** any discussion?

09:31:10 **18** Hearing none, the question is on

09:31:11 **19** adoption of the proposed amendment to Bylaw 705 as

09:31:15 **20** found in the Book of Reports. This motion

09:31:16 **21** requires a two-thirds vote for adoption and the

09:31:19 **22** vote will be taken electronically.

09:31:21 **23** Are you ready for the question?

09:31:23 **24** Ms. Mullinix, please proceed with the vote. All

09:31:25 **25** those in favor of the motion, please press 1 on

09:31:28 **1** your keypads. All those opposed to the motion,

09:31:31 **2** please press 2 on your keypads. Thank you.

09:31:34 **3** MS. MULLINIX: Voting is open. 5,

09:31:37 **4** 4, 3, 2, 1. Voting is closed.

09:32:07 **5** MR. FIKE: As you can see, the vote

09:32:09 **6** is 99.2 percent in favor and, therefore, there are

09:32:14 **7** two-thirds in the affirmative and the motion is

09:32:15 **8** adopted to amend Bylaw 705 as proposed. Thank

09:32:21 **9** you.

09:32:22 **10** Moving on from the bylaws. I

09:32:27 **11** think the next item on the agenda is a new policy

09:32:29 **12** amendment. I believe this policy amendment

09:32:31 **13** related to fees is being withdrawn. I just want

09:32:35 **14** to confirm that with Richard Groff, the proposer.

09:32:38 **15** MR. GROFF: Yes.

09:32:38 **16** MR. FIKE: I can confirm it has been

09:32:40 **17** withdrawn. So now we're onto ratification of the

09:32:45 **18** bylaws -- or the policies that were previously

09:32:47 **19** approved by the Board of Directors. It's found in

09:32:50 **20** your Book of Reports, Section 11. There are two

09:32:54 **21** policies. It is proposed to consider affirmation

09:32:56 **22** of these policies -- policy amendments together en

09:33:01 **23** bloc. The two policies are 1024-1 and 601-5

09:33:08 **24** Section 6A. If there are no objections to the

09:33:09 **25** Board's amendments to the policies referenced

09:33:11 **1** herein, they will be approved en bloc by general

09:33:16 **2** consent.

09:33:17 **3** Are there objections to either

09:33:18 **4** of the policies? Hearing none, they're approved

09:33:21 **5** by general consent.

09:33:28 **6** All right. Moving on. I think

09:33:30 **7** as mentioned earlier there will be no Independent

09:33:34 **8** Director election at this point. So we're moving

09:33:37 **9** onto the election of the Vice President. So today

09:33:40 **10** we'll have an election for Vice President. In

09:33:43 **11** accordance with our bylaws and policies, the

09:33:45 **12** nomination process was public starting in October

09:33:47 **13** and closing in December.

09:33:49 **14** Two candidates completed the

09:33:50 **15** nomination process and agreed to stand for

09:33:53 **16** election today: Nathan Goldberg Crenier and Pete

09:33:53 **17** Zopfi.

09:33:58 **18** At this point, we want to invite

09:33:58 **19** both Nathan and Pete to make brief remarks of five

09:34:04 **20** minutes each -- up to five minutes each. The

09:34:04 **21** candidates participated in a draw and Pete Zopfi

09:34:08 **22** will speak first.

09:34:10 **23** Pete, do you want to come up?

09:34:18 **24** DR. ZOPFI: Thank you. Thank you,

09:34:20 **25** Greg. Good morning, everyone. I've heard that

09:34:25 **1** physicians have bad writing and, to be honest, I
 09:34:27 **2** didn't believe that until I reviewed my notes this
 09:34:30 **3** morning and they were right. We've got bad
 09:34:33 **4** handwriting, but anyway I'll be brief. It won't
 09:34:36 **5** take five minutes.
 09:34:37 **6** There's three priorities that
 09:34:40 **7** it's important for us in the election of the Vice
 09:34:44 **8** President. One is experience, one is leadership
 09:34:47 **9** and one is commitment. To truly understand soccer
 09:34:51 **10** in America, it takes years of communicating with
 09:34:54 **11** our members. It takes years of creating solutions
 09:34:58 **12** for common problems and it takes years of
 09:35:01 **13** collaboration with our members.
 09:35:05 **14** My basic platform is experience
 09:35:07 **15** at all levels of the game, collaborative
 09:35:11 **16** leadership with our members and a commitment to
 09:35:14 **17** the unification of soccer in America. These are
 09:35:18 **18** the priorities for U.S. Soccer over the next four
 09:35:21 **19** years as we've heard Cindy and JT report to us
 09:35:24 **20** earlier.
 09:35:25 **21** I encourage each one of us
 09:35:28 **22** individually to select the person that they think
 09:35:31 **23** is most qualified for this position in leadership.
 09:35:36 **24** I'm grateful for the opportunity to run for this
 09:35:39 **25** position and I thank you for your consideration.

09:35:44 **1** MR. FIKE: Thank you, Pete. Next,
 09:35:53 **2** Nathan.
 09:36:08 **3** MR. GOLDBERG: Good morning.
 09:36:10 **4** Members of the Federation, friends in soccer, it's
 09:36:12 **5** an honor to speak with you today.
 09:36:14 **6** I want to begin by addressing
 09:36:16 **7** very directly a matter that some of you have asked
 09:36:19 **8** me about during this campaign. Yes, I am 28 years
 09:36:23 **9** old and while this is, of course, a sign of youth,
 09:36:27 **10** I also see it as a sign of my commitment to the
 09:36:29 **11** future of the Federation. And for the few of you
 09:36:32 **12** who are singularly focused on my age, the good
 09:36:35 **13** news is I'm not getting any younger.
 09:36:38 **14** I stand before you today humbled
 09:36:42 **15** and grateful for how soccer has shaped my entire
 09:36:45 **16** life, including my service here at the Federation.
 09:36:49 **17** You see, my 28 years of experience with soccer
 09:36:53 **18** have been nothing short of an honest to God
 09:36:56 **19** American dream. I was born and raised in Mexico
 09:37:00 **20** where soccer is religion. I dreamed of playing
 09:37:03 **21** professionally, but that would have required
 09:37:06 **22** dropping out of school. Instead, at 13 years old,
 09:37:09 **23** soccer opened the door for me to come study in
 09:37:11 **24** America. The land of opportunity.
 09:37:14 **25** In south Texas, I played U.S.

09:37:17 **1** Youth Soccer and then I was fortunate enough to
 09:37:19 **2** join the development academy. Later on, I played
 09:37:24 **3** Division I soccer in college joining the team as a
 09:37:26 **4** freshman walk-on and graduating as a senior
 09:37:29 **5** captain elected by my teammates.
 09:37:32 **6** I never made it pro, but I got
 09:37:35 **7** to fulfill that dream in a way when I worked as a
 09:37:37 **8** data analyst for Orlando City and I moonlighted as
 09:37:41 **9** a practice player for Orlando Pride. Then, I was
 09:37:44 **10** fortunate enough to serve at Soccer House where I
 09:37:47 **11** worked closely and built friendships with so many
 09:37:50 **12** of you members, staff and players.
 09:37:54 **13** So after watching so many World
 09:37:56 **14** Cups as a fan, it was a privilege to be in France
 09:37:59 **15** in 2019 to play a small role in the Federation's
 09:38:03 **16** support of our Women's National Team when they
 09:38:06 **17** became back-to-back world champions.
 09:38:09 **18** Most recently, as Chief Soccer
 09:38:10 **19** Officer at Gotham FC, it was the thrill of a
 09:38:14 **20** lifetime to join the team in lifting the NWSL
 09:38:19 **21** trophy after we went from worst to first in a
 09:38:20 **22** single season.
 09:38:21 **23** My journey was only possible
 09:38:23 **24** thanks to the values I learned playing the game;
 09:38:26 **25** teamwork, leadership and determination. And since

09:38:30 **1** soccer has given me everything, I want to give
 09:38:33 **2** back to the game that I love by serving the
 09:38:34 **3** Federation.
 09:38:35 **4** I want to do everything that I
 09:38:38 **5** can to make sure that every person in America
 09:38:40 **6** regardless of race, income, gender, disability,
 09:38:45 **7** age, and nationality has the same opportunity that
 09:38:49 **8** I had to allow soccer to change their life for the
 09:38:52 **9** better. I believe that if you love soccer, like
 09:38:56 **10** all of us do, there is nowhere better to be in the
 09:39:00 **11** world over the next four years than in the United
 09:39:03 **12** States.
 09:39:03 **13** We have a once in a lifetime
 09:39:06 **14** opportunity to transform the game forever and for
 09:39:09 **15** everyone. To make the most of this opportunity,
 09:39:12 **16** we need leaders who can help build bridges across
 09:39:12 **17** our membership, who can help ensure that every
 09:39:19 **18** community is included in the growth of the game
 09:39:21 **19** and who can help shape the future of soccer in
 09:39:24 **20** America to reach our potential and match our
 09:39:27 **21** ambition. With Cindy and JT at the helm, I know
 09:39:31 **22** that our Federation's brightest days are ahead of
 09:39:31 **23** us and what makes me most hopeful and optimistic
 09:39:38 **24** about the future of our game is working alongside
 09:39:39 **25** so many of you.

09:39:41 **1** Over the past year, I made it a
 09:39:43 **2** point to visit every single one of our 55 states.
 09:39:47 **3** That's because I believe that every one of you
 09:39:49 **4** matters and every one of you deserves to be heard.
 09:39:53 **5** Throughout my travels, one thing stood out above
 09:39:56 **6** all else. Soccer is a team sport and it's also a
 09:40:01 **7** people business.
 09:40:02 **8** The people that I met in big
 09:40:04 **9** towns and small cities: Beckley, West Virginia;
 09:40:08 **10** Plymouth, Massachusetts; Milan, Michigan;
 09:40:13 **11** Mandeville, Louisiana; Kalispell, Montana; Waipio,
 09:40:18 **12** Hawaii we are all united by a shared belief that
 09:40:22 **13** soccer should be fun, accessible and a way to
 09:40:25 **14** bring people together.
 09:40:27 **15** That's what it means to be One
 09:40:31 **16** Nation One Team. Una nación, un equipo. If
 09:40:34 **17** you're as excited as I am for what this future,
 09:40:37 **18** our future, can look like, I'm asking for your
 09:40:42 **19** support and I hope you will vote to move U.S.
 09:40:45 **20** Soccer forward. Thank you.
 09:40:45 **21** MR. FIKE: Thank you. Thank you,
 09:41:00 **22** Nathan. At this point, we are ready to vote.
 09:41:04 **23** Siri Mullinix, please proceed with the vote.
 09:41:15 **24** MS. MULLINIX: Please vote number 1
 09:41:16 **25** for Dr. Peter Zopfi, 2 for Nathan Goldberg

09:41:23 **1** Crenier. Voting is open. 5, 4, 3, 2, 1. Voting
 09:42:18 **2** is now closed.
 09:42:42 **3** MR. BATSON: Pete Zopfi received 25
 09:42:46 **4** percent of the vote, Nathan Goldberg received 75
 09:42:49 **5** percent of the vote. There is a majority for
 09:43:01 **6** Nathan Goldberg Crenier and he is elected Vice
 09:43:05 **7** President for a four-year term. Please welcome
 09:43:06 **8** the new Vice President of U.S. Soccer Nathan
 09:43:09 **9** Goldberg Crenier. Please come up.
 09:43:44 **10** MR. GOLDBERG: Thank you so much for
 09:43:46 **11** this tremendous honor. I'll keep it brief, but I
 09:43:50 **12** do -- I want to thank Dr. Pete who is a dear
 09:43:55 **13** friend for his extensive and distinguished service
 09:43:59 **14** to our game. I want to thank Bill Taylor for his
 09:44:03 **15** service to the Federation and Vice President for
 09:44:05 **16** the past three years, and I want to thank Cindy
 09:44:09 **17** whose vision and leadership I'm very excited to
 09:44:12 **18** support in this role.
 09:44:13 **19** I want to thank my friends, my
 09:44:16 **20** family and my partner who are sitting in the back
 09:44:18 **21** for their support and encouragement on this wild
 09:44:22 **22** adventure and finally I want to thank you, our
 09:44:24 **23** members, for entrusting me with this position. I
 09:44:28 **24** don't take any of your support for granted, and
 09:44:31 **25** I'm ready to roll up my sleeves get to work and

09:44:35 **1** make you proud.
 09:44:35 **2** Weather permitting, I look
 09:44:39 **3** forward to suiting up for the adults against the
 09:44:39 **4** athletes in a little bit, and I hope to see many
 09:44:42 **5** of you on the field. Thank you, again.
 09:44:54 **6** PRESIDENT CONE: Congratulations.
 09:45:01 **7** Thank you, Nathan, and welcome. Next on our
 09:45:03 **8** agenda is for the Good of the Game, which is a
 09:45:06 **9** special opportunity for all of you to highlight
 09:45:08 **10** and share and celebrate the great moments over the
 09:45:08 **11** past year.
 09:45:13 **12** Members who would like to speak
 09:45:14 **13** for the Good of the Game should line up behind and
 09:45:17 **14** use either microphone on the floor. If you're
 09:45:19 **15** unable to make your way to a microphone, please
 09:45:21 **16** raise your hand and we'll bring a handheld
 09:45:24 **17** microphone to you.
 09:45:26 **18** A quick reminder before your
 09:45:27 **19** remarks, we ask that you say your name and the
 09:45:30 **20** organization you represent. As people begin to
 09:45:34 **21** line up, I would like to start things off by
 09:45:36 **22** thanking some of our Board members who will be
 09:45:39 **23** ending their time with us after today. Lisa,
 09:45:43 **24** Richard, Garrison and Bill, thank you.
 09:45:47 **25** From the time commitment you

09:45:48 **1** have given, to the incredible insights and
 09:45:51 **2** guidance you provided, to the absolute passion you
 09:45:53 **3** brought to the Board, I can't say thank you enough
 09:45:56 **4** to all of you. And I know that it isn't a goodbye
 09:45:59 **5** as all of you will continue to stay engaged in our
 09:46:03 **6** sport. So, thank you.
 09:46:10 **7** All right. We'll just
 09:46:10 **8** alternate. So, Janet, we'll start with you and
 09:46:13 **9** then we'll alternate side to side. Go ahead.
 09:46:16 **10** MS. CAMPBELL: Janet Campbell, North
 09:46:17 **11** Texas Soccer. I, first of all, wanted to thank
 09:46:20 **12** Michael Karon and the Budget Committee. They
 09:46:24 **13** answered a lot of questions for us ahead of the
 09:46:26 **14** meeting, and I think it really was a great budget
 09:46:30 **15** put forward as well as great collaboration to let
 09:46:34 **16** us know how that worked out. So thank you guys
 09:46:37 **17** very much. I love seeing that positive bottom
 09:46:40 **18** line, too.
 09:46:40 **19** But, secondly, I wanted to thank
 09:46:43 **20** the Federation for the Innovate to Grow fund. We,
 09:46:47 **21** in North Texas, received a nice grant for referee
 09:46:53 **22** programs and we have been able to put that forward
 09:46:56 **23** for a wonderful program for female referees to
 09:47:00 **24** support the growth of the females in the referee
 09:47:04 **25** program as well as bringing in new referees. So

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09:47:07 **1** thank you so much for your support on that.

09:47:16 **2** MS. BENDER: Hi. I'm Mary Jane

09:47:18 **3** Bender, the executive director of Illinois Youth

09:47:21 **4** Soccer. And I really want to thank Cindy for

09:47:28 **5** representing -- representing U.S. Soccer

09:47:34 **6** internationally and for everything that you've

09:47:36 **7** done for the membership.

09:47:38 **8** The organization has changed and

09:47:43 **9** you have done a tremendous job in hiring

09:47:46 **10** employees. They're fantastic. JT. And you've

09:47:53 **11** got Alison Kocoras. I'm just going to name a few,

09:47:57 **12** Gregg Berhalter. Everybody else that is involved.

09:48:06 **13** You're welcoming, intelligent and enthusiastic and

09:48:11 **14** so we -- as -- we feel a part of the organization

09:48:15 **15** something that hadn't happened in the past.

09:48:18 **16** We feel that we're involved,

09:48:20 **17** that we're being considered and you're doing a

09:48:24 **18** tremendous job. The other thing I want to thank

09:48:26 **19** you for is your education. The fact that you have

09:48:31 **20** enhanced the coaching education, working on

09:48:34 **21** referee education, SafeSport, as well as

09:48:43 **22** Dr. Chiampas with the Recognize to Recover.

09:48:46 **23** We use this information, we send

09:48:48 **24** it to our members and also to our parents. It's

09:48:51 **25** very valuable. It's very important in order to

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09:48:54 **1** inform and improve the environment in the United

09:48:54 **2** States.

09:49:00 **3** The other thing that we're

09:49:03 **4** excited about is the World Cup coming and to have

09:49:06 **5** Gregg Berhalter heading the National Team is

09:49:08 **6** amazing. Again, you've hired so well, that

09:49:14 **7** it's -- it's actually a different Federation under

09:49:18 **8** your leadership.

09:49:20 **9** I also want to recognize Al

09:49:24 **10** Rothenberg because in 1994, 30 years ago, he

09:49:29 **11** created a foundation that all of us -- many of us

09:49:33 **12** are benefitting from. There are over a million

09:49:35 **13** children who have received free soccer education.

09:49:40 **14** We're one of the states who benefitted by that and

09:49:43 **15** that was a tremendous program and we really, truly

09:49:47 **16** appreciate it. I don't know if Al is here.

09:49:51 **17** PRESIDENT CONE: He's right here in

09:49:52 **18** front. Al, stand up.

09:49:55 **19** MS. BENDER: I want to applaud Al

09:49:57 **20** for what he did. And, lastly, I just want to give

09:50:03 **21** you a huge hug from the state associations and the

09:50:10 **22** women of the Federation for what you do.

09:50:13 **23** PRESIDENT CONE: Thank you.

09:50:16 **24** MR. PINORI: Pete Pinori, again,

09:50:17 **25** from Eastern New York. Sorry, I'm losing my

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09:50:19 **1** voice. A few things. Number one, on behalf of

09:50:24 **2** Eastern New York, I want to thank everybody on the

09:50:28 **3** committee for the life membership of my friend Sal

09:50:32 **4** Rapaglia. The Board, of course, in review. So

09:50:35 **5** thank you. Thank you very much. You deserve it.

09:50:38 **6** That's number one.

09:50:39 **7** Number two, I forgot what I was

09:50:42 **8** going to say. Number two, the World Cup. The

09:50:49 **9** World Cup is coming up in 2026 and in 1994

09:50:55 **10** Mrs. Sara Binder stood up on this microphone and

09:51:00 **11** asked the Board to make sure that all of us did

09:51:03 **12** not get free tickets, but we were able to buy

09:51:07 **13** tickets before the public, at least in places

09:51:13 **14** where the states -- where the games are being

09:51:17 **15** held. So I'm going to ask the Board to do

09:51:19 **16** whatever they can in order for us to do that. So

09:51:23 **17** that was number two. Do you want to add

09:51:25 **18** something?

09:51:28 **19** MR. FALCONE: Tony Falcone, Maryland

09:51:28 **20** State Soccer Association. I believe it was 1992 I

09:51:31 **21** stood before this council with newly inducted Life

09:51:36 **22** Member Sal Rapaglia. He was probably holding my

09:51:39 **23** hand because I couldn't be no more than six or

09:51:41 **24** seven at that time. How time passes by.

09:51:46 **25** The two of us did approach this

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09:51:48 **1** council about the World Cup in '94 and, if you

09:51:53 **2** recall, World Cup '94 was a record-breaking event

09:51:56 **3** and it was because of the enthusiasm and the

09:52:00 **4** efforts of the people in this room to make that

09:52:03 **5** such a great effort.

09:52:03 **6** So what we're asking is to give

09:52:05 **7** us an opportunity to reach out to our players, to

09:52:09 **8** our coaches, to our members that they would be

09:52:11 **9** able to purchase tickets before general sales and

09:52:17 **10** be part of this great event that is coming up in

09:52:20 **11** two years.

09:52:27 **12** MR. PINORI: My last point it's been

09:52:28 **13** a long time since we went back to Hawaii. So I'm

09:52:34 **14** asking -- I know probably the next two years you

09:52:39 **15** already have a plan, but maybe three years from

09:52:41 **16** now will be great to be back to Hawaii. Thank you

09:52:45 **17** so much.

09:52:49 **18** MR. AHRENS: Thanks, Cindy. Good

09:52:51 **19** morning to everyone. Chris Ahrens, Chair of the

09:52:54 **20** Athletes Council. Excuse me. I'm sure I look

09:52:56 **21** familiar to many of you as I've certainly been

09:52:57 **22** around a number of years now.

09:52:59 **23** I just want to take an

09:52:59 **24** opportunity to stand before you and tell you about

09:53:01 **25** a group that I am very proud of and that is your

09:53:03 **1** Athlete Council. So our Athlete Council that are
 09:53:06 **2** present consist of members of our Beach Women's
 09:53:09 **3** National Team, our Men's Deaf National Team, our
 09:53:12 **4** Women's Deaf National Team, our Men's and Women's
 09:53:14 **5** Youth Teams, our Men's and Women's CP National
 09:53:16 **6** Teams and our Men's and Women's National Teams.
 09:53:18 **7** I only share that with you to
 09:53:20 **8** highlight the wide arrange of National Teams that
 09:53:23 **9** we have represented, but who actually are we?
 09:53:25 **10** That seems to be a question that comes up quite a
 09:53:27 **11** bit. So, in short, we're a passionate group of
 09:53:30 **12** individuals who care about the sport. That sounds
 09:53:32 **13** like everyone else in the room. I think we can
 09:53:34 **14** all agree on that.
 09:53:35 **15** We're youth coaches, we're
 09:53:37 **16** college coaches. We're university students, we're
 09:53:38 **17** teachers, we're referees, we're engineers, we're
 09:53:39 **18** administrators in the professional game, we're TV
 09:53:42 **19** commentators, we're moms and dads.
 09:53:45 **20** We were youth players and a few
 09:53:46 **21** of us, Linda in the front row, Sean Boyle on the
 09:53:50 **22** stage, are even your adult players. So I just
 09:53:52 **23** want to say, in short, we are you and we look
 09:53:55 **24** forward to continue to build bridges with all of
 09:53:57 **25** you and we're excited to be here, and we'll see

09:54:00 **1** you out on that pitch, except for me. I'll do the
 09:54:02 **2** athletes a favor. I may chair the group, but for
 09:54:06 **3** the lack of athleticism, I stepped out of the game
 09:54:07 **4** so they have a chance.
 09:54:15 **5** MR. LARABA: Good morning, Dave
 09:54:19 **6** Laraba. Executive director of the northern most
 09:54:21 **7** of the southern states, the southern most of the
 09:54:21 **8** northern states, the eastern most of the western
 09:54:21 **9** states, the western most of the eastern states,
 09:54:28 **10** West by God Virginia.
 09:54:30 **11** That was just -- I want to reach
 09:54:34 **12** out to Hank and hope we can see him again soon.
 09:54:41 **13** All right. I told Cindy nothing -- no complaints,
 09:54:43 **14** no problems, no issues. All of us work in any of
 09:54:48 **15** these associations as a staff person you work with
 09:54:53 **16** normally elected president, CEO, whatever and
 09:54:58 **17** hopefully you have a good relationship.
 09:55:01 **18** For the last 24 years, I have
 09:55:04 **19** been lucky to work for what I think is the
 09:55:09 **20** greatest president of any association in U.S.
 09:55:14 **21** Soccer, Len Rogers. Len has served the game for
 09:55:19 **22** over 30 years with 24 years as President of West
 09:55:19 **23** Virginia Soccer Association.
 09:55:24 **24** He is retiring and as of April
 09:55:28 **25** 1st there will be a new president of West Virginia

09:55:31 **1** Soccer, and he will be on our Board as a past
 09:55:33 **2** president, but I want to stand in front of you and
 09:55:35 **3** recognize the contributions of Len Rogers to the
 09:55:38 **4** game in West Virginia and U.S. Youth Soccer, U.S.
 09:55:43 **5** Adult Soccer and the Federation. Thank you.
 09:55:45 **6** PRESIDENT CONE: Thanks.
 09:55:51 **7** MR. TATA: Michael Tata, Western New
 09:55:53 **8** York. First off, thank you, North Texas, great
 09:55:56 **9** job in hosting. Very excited to be here. Always
 09:56:01 **10** great to be in Texas as well, but a little shout
 09:56:06 **11** out to our referees. I just want to give a little
 09:56:09 **12** bit there to Tori and a very special heartfelt to
 09:56:13 **13** Katie Nesbitt who is also from Western New York
 09:56:16 **14** with that.
 09:56:17 **15** And I just want to add we talked
 09:56:19 **16** a lot about what to do with the referee program
 09:56:22 **17** and every time I hear that we talk about doing
 09:56:25 **18** something about referee abuse or assaults.
 09:56:27 **19** I do not disagree with that in
 09:56:30 **20** any way, but we do need to look at why are people
 09:56:33 **21** not joining the referee reigns. Why are they
 09:56:37 **22** leaving? There is more to it. We also need to
 09:56:41 **23** simplify the referee certification program. Thank
 09:56:45 **24** you.
 09:56:50 **25** MR. EJLALI: Hello. Darius Ejlali,

09:56:52 **1** North Carolina, and Alex Vidaurri from North
 09:56:55 **2** Carolina as well. Cindy, we'd like to thank you
 09:56:57 **3** for your words of support for our special program.
 09:57:00 **4** Under Alex Vidaurri's
 09:57:02 **5** leadership, we have put on a women's tournament
 09:57:06 **6** called Celebrate the Ta Tas. We have completed
 09:57:09 **7** our tenth year. Last year, we raised \$55,000 to
 09:57:13 **8** donate to a cancer institute for women who don't
 09:57:16 **9** have insurance to receive free mammograms. This
 09:57:19 **10** is our tenth year. We have been doing a great job
 09:57:21 **11** and we want to say thank you for your words of
 09:57:24 **12** support.
 09:57:24 **13** PRESIDENT CONE: Thank you.
 09:57:30 **14** MR. RUBENDALL: Good morning. My
 09:57:31 **15** name is Greg Rubendall. I'm the president of the
 09:57:34 **16** WCSA, also known as the West Coast Soccer
 09:57:38 **17** Association. I'm a first-time attendee, but I'm a
 09:57:41 **18** long-time U.S. Soccer fan.
 09:57:44 **19** For those that don't know, the
 09:57:46 **20** WCSA is a college club organization that oversees
 09:57:49 **21** men's and women's club teams that are run and
 09:57:52 **22** operated for and by students for the love of the
 09:57:55 **23** game. I wanted to thank a couple of individuals
 09:57:59 **24** who had previously worked with the Federation,
 09:57:59 **25** Brian Remedi and Jon Fleishman both of whom have

09:58:06 **1** helped develop our organizational landscape as
 09:58:09 **2** well as providing opportunities for post-high
 09:58:14 **3** school athletes looking to represent their schools
 09:58:16 **4** and compete on a regional and national level while
 09:58:20 **5** pursuing their academic and professional goals in
 09:58:22 **6** the college setting of their choice.
 09:58:24 **7** A big thanks to my other board
 09:58:27 **8** members, Brian Yip, John Blessinger and Michael
 09:58:30 **9** Faryabi who does our referees. You do so much for
 09:58:33 **10** our organization, and I hope that many of you
 09:58:36 **11** realize and recognize they're collegiate programs
 09:58:39 **12** out there for all of your players that are people
 09:58:41 **13** and goal-driven, high-inspiring and if your school
 09:58:46 **14** in your local community doesn't have college club
 09:58:49 **15** teams, reach out to me because let's make it
 09:58:53 **16** happen so we can get more kids playing for longer.
 09:58:53 **17** Thank you.
 09:59:00 **18** MR. CULLINA: Mike Cullina. I stand
 09:59:02 **19** as the Referee Committee Chair. I just want to
 09:59:05 **20** talk a little bit about the referee abuse
 09:59:07 **21** prevention working group. Thanks to the Board for
 09:59:10 **22** helping us put this together. We agree that this
 09:59:13 **23** work is just one step in the initiative to grow
 09:59:16 **24** the number of referees.
 09:59:18 **25** You've highlighted a very

09:59:19 **1** important one that JT and I talk about all the
 09:59:21 **2** time. Our commitment is to continue to have real
 09:59:27 **3** transparency in the working group through the MAC,
 09:59:30 **4** with the members, anybody that wants to reach out
 09:59:32 **5** and provide input to me or anybody else in this
 09:59:35 **6** working group, please feel free to do so and next
 09:59:38 **7** year I would like to bring a bylaw forward to
 09:59:42 **8** formally have referees as a recognized voting
 09:59:46 **9** group within the national council.
 09:59:46 **10** MS. HALTERMAN: Hi. My name is
 09:59:53 **11** Kendra Halterman. I wear a lot of hats, but right
 09:59:55 **12** now I'm going to be representing Utah. A few
 09:59:59 **13** months ago we did lose our president Bill Bosgraaf
 10:00:03 **14** for those of you that didn't know that.
 10:00:05 **15** Bill was a huge impact not only
 10:00:08 **16** for our state, but he did a lot for soccer as a
 10:00:12 **17** whole and I just wanted to thank U.S. Soccer for
 10:00:14 **18** honoring him the way that you did. That was very
 10:00:17 **19** special. Another thing I wanted to quickly touch
 10:00:21 **20** on is after kind of a three-year ordeal I am happy
 10:00:25 **21** to announce that Utah Adult and Utah Youth have
 10:00:28 **22** officially merged, and I am so excited about the
 10:00:31 **23** next journey for Utah.
 10:00:40 **24** MR. FALCONE: Tony Falcone again
 10:00:40 **25** from the Maryland State Soccer Association. This

10:00:42 **1** year Maryland State Soccer Association is
 10:00:45 **2** celebrating its centennial as a member of U.S.
 10:00:48 **3** Soccer and as an organization.
 10:00:50 **4** I don't know if the camera can
 10:00:52 **5** see our little thing here. It's from 1924 to
 10:00:56 **6** 2024. We will hold the centennial gala on August
 10:01:00 **7** 10th at the campus of Loyola University in
 10:01:02 **8** Baltimore and if anyone would like to attend, we'd
 10:01:07 **9** be more than welcome to have you. We also have a
 10:01:10 **10** program put in to remember all that has happened
 10:01:16 **11** during these past hundred years and if you'd like
 10:01:19 **12** information about our gala and our centennial, you
 10:01:24 **13** can find it on our website at marylandsoccer.com.
 10:01:27 **14** Thank you.
 10:01:33 **15** MR. BRANSCOME: Chris Branscome from
 10:01:34 **16** Eastern Pennsylvania, and I just want to thank
 10:01:37 **17** Maggie Groff for lending us Richard for the last
 10:01:40 **18** 40 years and as -- since he's retiring, and this
 10:01:43 **19** time he means it, but outside the gentlemen in the
 10:01:46 **20** front row, I don't know of any other person that
 10:01:49 **21** has done as much for this game as Richard. So I
 10:01:52 **22** think we need to send him off with one more round
 10:01:55 **23** of applause.
 10:02:16 **24** PRESIDENT CONE: Go ahead, Ashley.
 10:02:17 **25** MR. HAMMOND: Ashley Hammond,

10:02:18 **1** Cerebral Palsy Soccer. Shameless plug at 12:30
 10:02:23 **2** today post this meeting, the wandering disability
 10:02:25 **3** clinic has now wandered to the east atrium because
 10:02:27 **4** of the rain outside and before you all go suit up
 10:02:30 **5** with Nathan and everybody to play outside, I hope
 10:02:32 **6** you will come and see some of our disability
 10:02:34 **7** service organizations.
 10:02:35 **8** We have a Power Soccer
 10:02:37 **9** demonstration. My good friend Steve Everett is
 10:02:40 **10** here from Power Soccer. If you want to have a run
 10:02:42 **11** around the east atrium in one of the power
 10:02:44 **12** wheelchairs, trust me it's fun. You'll also get
 10:02:47 **13** to meet some of our friends from blind soccer.
 10:02:47 **14** We have some of our CP National
 10:02:49 **15** Team players, some of our Blind and Deaf Women's
 10:02:51 **16** National Team players here. So if you get a
 10:02:53 **17** chance, come up to the east atrium at 12:30 for
 10:02:56 **18** the wandering disability service organization
 10:02:58 **19** clinic and thank you for supporting us.
 10:03:05 **20** MR. MOORE: Tom Moore, California
 10:03:08 **21** State Soccer Association North. With permission
 10:03:08 **22** of our adult commissioners, I'd like to offer the
 10:03:11 **23** formal challenge from the Adult Council to the
 10:03:14 **24** Athletes Council in today's game.
 10:03:19 **25** Now, the last three match-ups

10:03:21 **1** the adults have missed -- we've lost. So I think
 10:03:25 **2** we need to have a short chat about eligibility.
 10:03:28 **3** If -- if you are a current or former adult
 10:03:32 **4** professional player and you brought your cleats --
 10:03:34 **5** if you are a current or former National Team
 10:03:37 **6** player and you brought your cleats, but you're not
 10:03:39 **7** on the Athletes Council, well, guess who you have
 10:03:43 **8** to play for? The adults.
 10:03:47 **9** Cindy, will staff announce a
 10:03:49 **10** time for this and of course you'll turn off the
 10:03:52 **11** rain for us, correct?
 10:03:53 **12** PRESIDENT CONE: I'm going to
 10:03:55 **13** disappoint you a little bit. I have just been
 10:03:58 **14** informed that due to the rain that it is canceled.
 10:04:02 **15** So you will have to wait until next year.
 10:04:04 **16** MR. MOORE: Next year. All right.
 10:04:05 **17** We'll get you next year.
 10:04:08 **18** MR. COLLINS: Adult Council wins by
 10:04:11 **19** forfeit.
 10:04:17 **20** MR. MARTH: Fritz Marth, Adult
 10:04:17 **21** Commissioner. It looks like I'm last, but not
 10:04:19 **22** least again hopefully. I just want to say this
 10:04:23 **23** year the National Amateur Cup is celebrating its
 10:04:29 **24** 100th anniversary and it will take place at the
 10:04:30 **25** end of July in DeKalb, Illinois because 100 years

10:04:34 **1** ago it all started back in Chicago.
 10:04:37 **2** The National Amateur Cup I
 10:04:38 **3** believe is the oldest amateur competition in the
 10:04:43 **4** United States. So I would encourage everybody if
 10:04:45 **5** you like good soccer and you want to support
 10:04:48 **6** amateur adult soccer, come out and watch the
 10:04:50 **7** national cup finals in Chicago this July. Thank
 10:04:54 **8** you.
 10:05:01 **9** MR. RAWSON: Don Rawson, Executive
 10:05:03 **10** Director from Virginia Youth Soccer. I would like
 10:05:05 **11** to thank Cindy, JT and the entire staff for all
 10:05:09 **12** the work you've done thus far on evaluating the
 10:05:13 **13** ecosystem.
 10:05:15 **14** When the story is written about
 10:05:17 **15** today, there is no doubt that a couple of the
 10:05:21 **16** challenges in the voting that were experienced
 10:05:24 **17** today, voting on the payment of the President,
 10:05:30 **18** which passed, and the new Vice President, the
 10:05:34 **19** story will be written about that.
 10:05:36 **20** But I think the real story is
 10:05:37 **21** about the work that all of us have done thus far
 10:05:40 **22** and will have to do in the next year to
 10:05:42 **23** re-evaluate the ecosystem and everybody -- I'm
 10:05:46 **24** encouraging all of us. We have to step up and
 10:05:50 **25** help the process and my prediction is a year from


10:05:53 **1** now there's going to be a lot of decisions made in
 10:05:56 **2** this room that are going to be about change and
 10:05:58 **3** change is very challenging, but we have to rise
 10:06:02 **4** and meet the challenge and I encourage all of us
 10:06:05 **5** to be part of the process and engage in it and
 10:06:08 **6** embrace it, embrace the change so we can make the
 10:06:11 **7** ecosystem the absolute best we possibly can.
 10:06:15 **8** Thank you.
 10:06:28 **9** MR. KEPNER: I was hoping you
 10:06:29 **10** wouldn't have to send me back to the other side.
 10:06:33 **11** I want to say thank you to all of you, but before
 10:06:38 **12** I finish, and after I have done that, I want to
 10:06:40 **13** say something else. As chairman for many years of
 10:06:45 **14** the Credentials Committee, I had the opportunity
 10:06:47 **15** to create "the question" and the question was
 10:06:53 **16** always a fun question.
 10:06:56 **17** I don't know how many -- just a
 10:06:58 **18** show of hands, it's not push buttons -- were
 10:07:02 **19** present during the first one in which we pitted
 10:07:06 **20** Mickey Mouse against Donald Duck in a PK shootout?
 10:07:11 **21** Who was here for that? Very good. Don't announce
 10:07:14 **22** the answer if you know it because I'm going to --
 10:07:16 **23** recognizing that women are a critically important
 10:07:19 **24** part of the game and the central partner of the
 10:07:23 **25** game, I'm going to give you another opportunity,

10:07:26 **1** and it's probably my last opportunity, I'm going
 10:07:30 **2** to pit Minnie Mouse against Daisy Duck.
 10:07:35 **3** So are the keypads still
 10:07:39 **4** working, Siri?
 10:07:44 **5** MS. MULLINIX: This might be a good
 10:07:46 **6** show of hands. Going back to your first AGM, Bob.
 10:07:53 **7** MR. KEPNER: Okay. Show of hands.
 10:07:54 **8** MS. MULLINIX: We can actually do
 10:07:55 **9** it, Bob, with the keypads.
 10:07:57 **10** MR. KEPNER: Okay. 1 will be Daisy
 10:08:01 **11** Duck -- 1 will be Daisy Duck, 2 will be Minnie
 10:08:03 **12** Mouse.
 10:08:03 **13** Which of the two will win in a
 10:08:06 **14** penalty kick shootout? 1 is Daisy Duck, 2 is
 10:08:10 **15** Minnie Mouse.
 10:08:13 **16** MS. MULLINIX: Voting is open.
 10:08:38 **17** Surely everyone has had enough time. 5, 4, 3, 2,
 10:08:45 **18** 1. No, they have not had enough time. This was a
 10:08:50 **19** tough one, Bob.
 10:08:54 **20** MR. COLLINS: Bob, I'd like to
 10:08:56 **21** request a roll call vote.
 10:09:00 **22** MS. MULLINIX: Voting is closed.
 10:09:06 **23** MR. KEPNER: Daisy Duck. Well, her
 10:09:11 **24** husband lost X number of years ago, but Daisy has
 10:09:17 **25** won. Contrary to her husband, she is the soccer

10:09:20 1 player she is quacked up to be.
 10:09:31 2 However, I thought of another
 10:09:32 3 punchline and that is Minnie Mouse squeaked out
 10:09:39 4 with a loss.
 10:09:42 5 PRESIDENT CONE: Thanks, Bob.
 10:09:49 6 MR. SCHERER: I'm not sure how to
 10:09:50 7 follow that. My name is Paul Scherer. I'm
 10:09:53 8 President of Idaho State Soccer Association, and
 10:09:56 9 this is about the Good of the Game and the thing
 10:09:58 10 that I see is good about the game is the
 10:10:01 11 transformation. It's the inclusion that U.S.
 10:10:05 12 Soccer is trying to recognize that all of us are
 10:10:08 13 out here, and I'm just thrilled and excited.
 10:10:11 14 I can't wait to be part of what
 10:10:12 15 we can do for the World Cup. We're here to
 10:10:16 16 volunteer, to help wherever we can, whatever we
 10:10:19 17 can do. Just saying, be as inclusive as possible.
 10:10:23 18 We need to end the exclusiveness. We need to
 10:10:27 19 embrace everybody and bring everybody into the
 10:10:30 20 game. Thank you.
 10:10:37 21 PRESIDENT CONE: John, did you want
 10:10:38 22 to --
 10:10:39 23 MR. MOTTA: I'm good.
 10:10:40 24 PRESIDENT CONE: You always like to
 10:10:41 25 go last. So I was trying to -- any other Board

10:11:53 1 you all passed my stipend, I will buy you all
 10:11:56 2 drinks and dinner tonight. So, thank you again.
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10:10:46 1 members? All right.
 10:10:47 2 Thank you, all. Before we go,
 10:10:48 3 I'm pleased to announce that next year our AGM
 10:10:52 4 will not be in Hawaii, but it will be held in our
 10:10:56 5 new home, Atlanta. We're excited about our new
 10:10:59 6 home and eager to welcome all of you to the area.
 10:11:02 7 Thanks, again, everyone. I appreciate everyone's
 10:11:05 8 work today.
 10:11:06 9 As I said earlier, I'm
 10:11:07 10 incredibly excited about the future. Together as
 10:11:11 11 your partners, we have made a lot of progress, but
 10:11:13 12 there is still a lot of work to do. The future is
 10:11:16 13 very bright and by working together the
 10:11:19 14 opportunities are endless -- limitless. You can
 10:11:22 15 tell I'm tired of talking. This is the most words
 10:11:25 16 I've said.
 10:11:25 17 As we wrap the 2024 NCM, we'd
 10:11:30 18 like to remind and encourage everyone to join us
 10:11:32 19 for the panels this afternoon. We have some great
 10:11:35 20 leaders in the game that you'll hear from and then
 10:11:38 21 as Ashley said, we have the Pan-Disability Soccer
 10:11:41 22 Clinic and unfortunately the outdoor soccer has
 10:11:45 23 been canceled due to the weather and then finally
 10:11:48 24 we look forward to seeing you and celebrating
 10:11:50 25 together tonight at the awards dinner and since

1 REPORTERS CERTIFICATE
 2
 3 I, Steven J. Brickey, RMR, CRR, appointed to take
 4 the meetings of the U.S. Soccer Federation, do
 5 certify that the within proceedings of the Board
 6 of Directors Meeting were taken by me
 7 stenographically in Dallas, Texas on February
 8 10th, 2024, then reduced to typewritten form
 9 consisting of 88 pages herein; that the foregoing
 10 is a true transcript of the proceedings had.
 11
 12
 13 In witness hereof I have hereunto set my
 14 hand this 7th day of March, 2024.
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 20 Steven J. Brickey, RMR, CRR
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